Research and Current Issues
Series No. 50

Part-Time Employment: Labour Market Flexibility and Equity Issues

Mary Lou Coates

Published by
Industrial Relations Centre, Queen's University
1988

ISSN: 0317-2546
ISBN: 0-88886-179-6
© 1988, Industrial Relations Centre
Printed and bound in Canada

Industrial Relations Centre
Queen's Unversity
Kingston, Ontario, Canada
K7L 3N6
613 545-2193

Canadian Cataloguing in Publication Data

Coates, Mary Lou.
Part-time employment

(Research and current issues series ; no. 50)
Bibliography: p.
ISBN 0-88886-179-6

1. Part-time employment - Canada. 2. Part-time employment - Law and legislation - Canada. 3. Part-time employment - Government policy - Canada. I. Queen's University (Kingston, Ont.). Industrial Relations Centre. II. Title. III. Series.

HD5110.2.C3C63 1987 331.25'7 C87-095266-8

Contents

I	**Introduction**	1
II	**The Concept of Part-Time Employment**	3
III	**Key Statistics on Part-Time Employment**	6
	The Growth of Part-Time Employment in Canada	6
	Profile of Part-Time Employment	11
	International Comparisons	18
IV	**Conditions of Employment for Part-Time Workers in Canada**	27
	Wages of Part-Time Workers	27
	Employment Standards Legislation	30
	Social Security Benefits	44
	Employer-Sponsored Benefits	45
	Unionization of Part-Time Employees	48
V	**Employer, Union and Employee Perspectives**	61
	Employer Perspective	61
	Union Perspective	70
	Employee Perspective	82
VI	**Public Policy Implications**	87
	Implications of the Charter of Rights and Freedoms for Part-Time Employment	92
	Policy Initiatives to Date	94
	Conclusion	96
VII	**Selected Annotations of Articles, Books and Reports of Interest**	98
VIII	**References**	104
	Appendix A Benefits for Part-Time Employees	110

List of Tables

1	Part-Time and Full-Time Employment in Canada, 1953-1986	7
2	Reasons for Part-Time Employment in Canada, 1975-1986	8
3	Full-Year and Part-Year Employment in Canada by Full-Time, Part-Time Status, 1985	11
4	Part-Time Employment in Canada by Age, Sex and Marital Status, 1966-1986	13
5	Part-Time Employment in Canada by Sex, Age and Marital Status, 1966-1986	14
6	Educational Levels of Full-Time and Part-Time Employed Workers in Canada Aged 25 Years and Over, 1984	15
7	Full-Time and Part-Time Employment in Canada by Industry, 1986	15
8	Full-Time and Part-Time Employment in Canada by Occupation, 1986	16
9	Average Usual Hours Worked Per Week in Canada, 1975-1985	17
10	Job Tenure of Full-Time and Part-Time Employed Workers in Canada by Age, 1984	17
11	International Comparison of Part-Time Employment	19
12	Part-Time Employment in Selected Countries	20
13	Hourly Wage Rates and Part-Time/Full-Time Wage Rate Differentials of Employed Paid Workers in Canada by Industry, 1984	28
14	Hours of Work and Overtime Pay Provisions in Canada	33
15	Minimum Wage Provisions in Canada	36
16	Annual Vacation and Vacation Pay in Canada	38
17	Statutory Holidays in Canada	40
18	Maternity Leave in Canada	42
19	Notice of Individual Termination of Employment in Canada	43
20	Benefit Coverage of Part-Time and Full-Time Employees in Canada, 1985	45
21	Employee Benefits and Conditions of Employment for Part-Time Employees in Canada, January 1986	49

22	Private Pension Coverage of Part-Time and Full-Time Paid Workers in Canada by Industry, 1984	50
23	Percent of Employed Paid Workers Unionized in Canada by Employment Status, Sex, and Industry, December 1984	51
24	Percent of Employed Paid Workers Unionized in Canada by Employment Status, Sex and Occupation, December 1984	54
25	Fire Service Costs for Alternative Staffing Arrangements by Population Size in Canada	62
26	Canadian Fire Department Costs Plus Fire Losses Per Fire in Canada	63
27	Employee Benefit Costs in Canada by Type of Benefit and Major Industry Group, 1953-1986	64
28	Expenditure on Fringe Benefits For Part-Time and Full-Time Employees in Canada, 1972 and 1978	65
29	Company Costs For Benefits to Full-Time and Part-Time Employees in Canada, 1984	66
30	A Summary of the Increase in Direct Costs Due to Prorating Benefits	68
31	Company Costs of Prorating Benefits to Part-Time Employees in Canada, 1984	69
32	Collective Agreement Provisions Re Part-Time Employees in Canada, October 1980 and October 1986	78

I
Introduction

In recent years the issue of more flexible employment arrangements has received increased attention as employers attempt to improve productivity and reduce labour costs and employees push for a more flexible approach to work schedules and opportunities in job choice. One of the most significant labour market trends has been the steady and rapid expansion in part-time employment. This has raised a number of important labour market issues related to working women, the pay and job status of part-time workers, the use of part-time employment to spread available job opportunities and alleviate unemployment and, more recently, the implications for part-time employees of the equality provisions of the Charter of Rights and Freedoms. For the labour movement, the issue is a double-edged sword as unions strive to improve the position of part-time workers while endeavouring to protect the bargaining strength of full-time union members.

The purpose of this paper is to examine the issue of part-time employment, provide perspectives from the viewpoints of employers, unions and employees and to outline legislative and public policy initiatives related to part-time employment.

Section II examines the concept of part-time employment, including the various definitions of part-time employment and alternative flexible work arrangements such as worksharing, job sharing and flextime.

Section III presents key statistics on the growth of part-time employment and the factors underlying this upward trend; the demographics of part-time employment; industrial and occupational distribution; work schedules; job tenure; and, international comparisons.

Section IV discusses the conditions of employment for part-time workers in terms of their pay position, employment standards legislation; social security and employer-sponsored benefits, the unionization of part-time employees, collective bargaining legislation, and labour relations board practices concerning part-time employees.

Section V outlines perspectives on part-time employment by employers, unions and employees. This section discusses the advantages to employers of part-time work in terms of providing flexibility in staffing and scheduling work and the labour cost savings gained from lower salary and benefit costs. Employer arguments against prorating benefits for part-time workers are also outlined.

The attitudes of unions toward part-time work are examined and a sample of provisions in selected collective agreements is included. Finally, this section presents the reasons why employees seek part-time work, the advantages and disadvantages to employees of such working arrangements, and a brief review of the literature on part-time worker attitudes and behaviour.

Section VI deals with public policy implications of part-time employment, including highlights of the various studies, reports and Royal Commissions, the impact of the Charter of Rights and Freedoms on part-time employment, and policy initiatives to date.

The paper concludes with a number of selected annotations of articles, books, and reports of interest and a bibliography of references relating to part-time employment.

The author gratefully acknowledges the helpful comments and material received from various organizations, labour unions and government departments.

II
The Concept of Part-Time Employment

An initial problem in examining the issue of part-time employment is confusion over the term "part-time" due to the lack of consistent and rigorous definitions and concepts. In a very broad sense, part-time employment refers to work that is less than what one thinks of as the "normal" working schedule of full-time, full-year. Part-time can mean part-day, part-week, part-month or part-year. However, the term is commonly used to refer only to regular, permanent part-time employment and excludes casual, temporary, or intermittent employment.[1] A distinction can also be made between voluntary part-time employment, that is, where the individual prefers to work less than so-called "normal" hours, and involuntary part-time employment where the person is working part-time because it is the only type of employment that can be found.

In some areas, such as employment standards legislation, there is a complete absence of a definition of part-time, while in most government statistics, the distinction between part-time and full-time is based on the number of hours usually worked per week, but this definition also varies. For example, in its monthly household labour force survey, Statistics Canada defines part-time employment as employment in which people usually work less than 30 hours per week, except those who work less than 30 hours and consider themselves to be employed full-time, that is, where shorter hours are characteristic of the occupational group (e.g., airline personnel, entertainers).[2] This definition includes regular and involuntary part-time workers but does not distinguish between casual, seasonal or temporary part-timers nor does it include part-year workers or persons who works more than 30 hours per week and consider themselves to be employed part-time. Moreover, someone who works a total of 30 hours or more at two or more part-time jobs is considered to be a full-time worker. In its supplementary survey on annual work patterns, Statistics Canada uses the same definition of part-time employment as in the monthly labour force survey but makes the additional distinction between part-year and full-year employment. Under the Public Service Terms and Conditions of Employment Regulations, a part-time employee is defined as an employee who is not ordinarily required to work more than 15 hours per week (Canada, Public Service part-time Employment Regulations (C.R.C. 1978, c.1351), s. 2(2)).

A great variety of part-time arrangements exist, making the concept difficult to define. Among the more common categories of part-time employment are:

Permanent or regular part-time employment – employment for less than the "normal" schedule; employees have a continuing attachment to the employer.
Casual or intermittent employment – employment on an occasional or "on-call" basis usually for brief periods of time depending on the requirements of the employer.
Contract employment – employment on a full-time basis for a limited duration of time.
Temporary employment – employment for a fixed period of time, for either full-time or part-time hours.
Seasonal employment – part-year employment based on the seasonal requirements of the employer, for either full-time or part-time hours.
Short-time employment – employment that is usually full-time but temporarily becomes part-time due to a lack of full-time work. (Canada, Commission of Inquiry into Part-time Work 1983)

Alternative flexible work arrangements related to part-time employment include worksharing, job sharing and flexible working hours. The distinction between part-time employment and worksharing is that worksharing refers to a temporary reduction in work hours usually as an alternative to layoffs. In the late 1970s the federal government began investigating worksharing as an alternative to temporary layoffs. As a result of amendments to the Unemployment Insurance Act in 1976-77, a pilot project was introduced and operated on an experimental basis until 1979. In 1981 the worksharing program was reactivated in response to exceptionally high unemployment rates. Under the program, joint formal worksharing agreements are signed between employers and employees wherein employees work one to three fewer days a week to prevent temporary layoffs (Canada, Employment and Immigration Canada 1986). Employees continue to receive wages for days worked and unemployment benefits are available for days not worked. Both employers and employees pay for the program through unemployment insurance premiums. Worksharing agreements may last for between 6 and 26 weeks and extensions for an additional 12 weeks may be approved. Worksharing can be arranged if the reduction in working hours is less than 10 percent over the term of the agreement. In 1983 the program was linked to the National Training Program which enables workers to use their worksharing days to improve their skills on the job site or at training institutions and community colleges. In the 1986-87 fiscal year, 910 worksharing applications were approved, involving 9,333 employees, preventing the layoffs of 4,030 workers with a total expenditure of $4.7 million. Job sharing is a form of voluntary, regular part-time employment but differs from regular part-time employment in that two people share responsibilities of usually one full-time position. There are no figures on the extent of job sharing in Canada but a national survey in 1982 by the Commission of Inquiry into Part-Time Work

revealed that job sharers tended to be women with post-secondary education and young children at home (Canada, Commission of Inquiry into Part-time Work 1983).

Arrangements involving flexible working hours require employees to complete a certain number of hours each day, week or month but allow flexibility in the exact scheduling of those hours. There are several variations possible with this arrangement depending on the employer's operations e.g., a five-day week with variable starting and quitting times, a compressed work week where employees work more hours per day in order to work fewer hours per week, or "banking" of hours. In 1980 it was reported that 150 companies in Canada were on flexible working hours involving over 30,000 employees primarily in the insurance industry and provincial government (FitzGibbon 1980). According to an analysis of collective agreement provisions, as of March 1986, 17 percent of all major agreements and 24 percent of employees covered had provisions for flexible working hours; such arrangements were most prevalent in public administration (Kumar, Coates & Arrowsmith 1987).

Notes

1 Part-time employment is narrowly defined by the International Labour Organisation as "work on a regular, voluntary basis for a daily or weekly period of substantially shorter duration than current normal hours of work"; temporary, casual, involuntary and part-year workers are excluded (International Labour Organisation 1963a).

2 Prior to 1975, the definition was less than 35 hours. Statistics Canada, *The Labour Force*, Cat. No. 71-001.

III
Key Statistics on Part-Time Employment

In terms of the prevalence and scope of part-time employment in Canada three features emerge. First, the use of part-time employment has increased dramatically over the past twenty years and has actually outstripped the growth in full-time employment. Second, the extent of part-time employment varies according to the age, sex and marital status of the worker. Third, part-time employment is unevenly distributed across industries and occupations.

The Growth of Part-Time Employment in Canada

Since 1953, the number of part-time workers in Canada has increased at an average annual rate of 7 percent, more than three times the growth rate among the full-time workforce (see Table 1). This rate of growth in part-time employment was particularly strong in the sixties, moderated in the seventies and has exhibited renewed vigour in the 1980s. Since 1975 over one-third of the increase in employment has been due to the growth in part-time employment.

The growth in total part-time employment tends to mask important differences in trends in voluntary and involuntary part-time employment. There are essentially two groups of part-time workers. One group works part-time for voluntary, non-economic reasons such as illness, disability, family responsibilities, going to school or personal choice. This group constitutes the largest proportion of total part-time employment (about 72 percent in 1986). Among the voluntary reasons for working part-time, "did not want full-time work" was the most common reason, followed by "going to school" (see Table 2). The other major group works part-time involuntarily, that is, because it was the only work they could find. Although the vast majority of employees work part-time voluntarily, much of the growth in part-time employment (slightly more than one-half) over the past decade has been due to an expansion in the number of workers unable to find full-time employment rather than in the number who voluntarily desire part-time employment. Between 1975 and 1985 the number of employees working part-time because it was the only work they could find increased at an average annual rate of 16.8 percent; in comparison, the number of employees working part-time voluntarily increased by 3.5 percent and full-time employment increased by 1.4 percent.

TABLE 1
PART-TIME AND FULL-TIME EMPLOYMENT IN CANADA, 1953-1986

	Part-Time Employment			Full-Time Employment		
Year	Actual ('000)	As a % of Total Employment	Aver. Annual Percentage Change	Actual ('000)	As a % of Total Employment	Aver. Annual Percentage Change
1953	197	3.8		5,039	96.2	
1954	208	4.0	5.6	5,035	96.0	−0.1
1955	230	4.3	10.6	5,136	95.7	2.0
1956	243	4.4	5.7	5,342	95.6	4.0
1957	288	5.0	18.5	5,441	95.0	1.9
1958	349	6.1	21.2	5,356	93.9	−1.6
1959	367	6.3	5.2	5,502	93.7	2.7
1960	366	6.2	−0.3	5,565	93.8	1.1
1961	441	7.3	20.5	5,578	92.7	0.2
1962	497	8.0	12.7	5,728	92.0	2.7
1963	532	8.3	7.0	5,843	91.7	2.0
1964	597	9.0	12.2	6,013	91.0	2.9
1965	657	9.6	10.0	6,205	90.4	3.2
1966	647	9.1	−1.5	6,474	90.9	4.3
1967	706	9.6	9.1	6,618	90.4	2.2
1968	785	10.5	11.2	6,675	89.5	0.9
1969	854	11.1	8.8	6,839	88.9	2.5
1970	922	11.9	8.0	6,856	88.1	0.2
1971	960	12.1	4.1	6,996	87.9	2.0
1972	988	12.1	2.9	7,204	87.9	3.0
1973	1,031	12.0	4.4	7,567	88.0	5.0
1974	1,106	12.4	7.3	7,845	87.6	3.7
1975[1]	1,175	12.9	6.2	7,919	87.1	0.9
1975	988	10.6		8,296	89.4	
1976	1,047	11.0	6.0	8,431	89.0	1.6
1977	1,128	11.7	7.7	8,524	88.3	1.1
1978	1,206	12.1	6.9	8,780	87.9	3.0
1979	1,301	12.5	7.9	9,094	87.5	3.6
1980	1,392	13.0	7.0	9,316	87.0	2.4
1981	1,487	13.5	6.8	9,519	86.5	2.2
1982	1,534	14.4	3.2	9,110	85.6	−4.3
1983	1,651	15.4	7.6	9,083	84.6	−0.3
1984	1,689	15.4	2.3	9,311	84.6	2.5
1985	1,757	15.5	4.0	9,555	84.5	2.6
1986	1,810	15.6	3.0	9,824	84.4	2.8

Source: Statistics Canada, *Historical Labour Force Statistics* (Cat. no. 72-201), 1953-1965 and 1976-1986 data, and Statistics Canada, Household Surveys Division for 1966-1975 data.

1 The Labour Force Survey was revised in 1975. The first figure is based on the old Labour Force Survey; part-time employment between 1953 and 1975 consisted of persons who usually worked 35 hours or less per week. The second figure is based on the revised Survey and since 1975 part-time employment consists of persons who usually work 30 hours or less per week.

TABLE 2
REASONS FOR PART-TIME EMPLOYMENT IN CANADA, 1975-1986
Percent of Total Part-Time Employment

	1975	1978	1981	1982	1983	1984	1985	1986
Both Sexes								
Voluntary Part-Time	89.0	83.6	82.0	75.2	71.5	69.9	70.6	71.6
Personal or Family Responsibilities	12.1	12.3	12.3	10.0	9.2	9.1	9.2	9.1
Going to School	34.8	29.8	29.9	27.1	25.6	26.8	27.3	28.6
Did Not Want Full-Time Work	36.8	36.3	35.6	33.8	32.3	31.7	32.3	32.0
Other	5.3	5.2	4.2	4.2	4.4	2.4	1.8	1.9
Involuntary Part-Time	11.0	16.4	18.0	24.8	28.5	30.1	29.4	28.4
Males								
Voluntary Part-Time	88.7	82.1	80.1	72.4	69.3	66.5	66.5	68.9
Personal or Family Responsibilities	1.3	*	1.0	*	*	*	*	0.8
Going to School	62.1	54.4	55.4	48.5	45.3	46.2	47.3	49.2
Did Not Want Full-Time Work	16.3	17.6	16.2	15.5	15.6	15.5	15.6	15.6
Other	9.0	9.1	7.5	7.7	8.0	4.1	3.0	3.3
Involuntary Part-Time	11.3	17.9	19.9	27.6	30.7	33.5	33.5	31.0
Females								
Voluntary Part-Time	89.2	84.2	82.7	76.3	72.4	71.3	72.2	73.3
Personal or Family Responsibilities	16.9	16.7	16.7	13.7	12.7	12.4	12.5	17.3
Going to School	22.9	20.1	20.0	18.7	17.7	18.8	19.5	2.0
Did Not Want Full-Time Work	45.9	43.6	43.0	41.0	39.1	38.4	38.9	52.2
Other	3.6	3.7	3.0	2.9	2.9	1.6	1.3	1.8
Involuntary Part-Time	10.8	15.8	17.3	23.7	27.6	28.7	27.8	26.8

Source: Statistics Canada, *The Labour Force* (Cat. No. 71-001), December 1984, December 1985, December 1986, and Statistics Canada, *Labour Force Annual Averages*, 1975-83 (Cat. No. 71-529).

* Less than 0.1.

The trend in part-time employment is related to both structural and cyclical factors. Many changes have taken place in the structure and composition of the Canadian labour force. On the supply side, there has been an increase in the proportion of young people in the labour market as well as a substantial rise in the labour-force participation of women, particularly married women. The incidence of part-time employment tends to be higher in these two groups. On the demand side, there has been a sharp shift in employment from the goods-producing industries to the service industries as well as strong growth in white-collar employment, areas where there are more part-time employment opportunities due to the nature of the market.

In a recently released Statistics Canada study, (Canada, Statistics Canada 1987) the growth in part-time employment between 1975 and 1986 was examined to determine whether it was due to trends towards part-time work within industries or to structural changes in the economy. The study confirmed that the community, business and personal service industry experienced greater relative growth in employment than any other sector, and, since these industries employ a higher proportion of part-time workers than do other sectors, there was a rise in overall part-time employment. However, despite a shift in employment towards those industries with a high concentration of part-time workers, less than one-fifth of the growth in part-time employment was attributable to changes in the industrial structure of employment. Instead, over 80 percent of the growth was due to changes within industries, particularly services. The study revealed that the increase in part-time employment prior to the recession was due to a trend towards part-time work within industries, with only 8 percent attributed to industry shifts. During the recession, 1981-1983, three-quarters of the increase was related to increased part-time employment within industries. Finally, in the recovery phase, 1983-1986, the proportion of part-time workers increased only slightly as full-time employment growth strengthened. This latest increase appears to be due to structural change, that is, employment growth in industries with a high proportion of part-time workers. The study concluded that growth in part-time employment largely reflects a trend occuring within industries rather than structural changes in the economy, and, if the slowdown in part-time employment observed since 1983 is simply a movement to correct for the labour market upheavals and loss of full-time jobs during the recession, higher part-time growth rates could resume in the near future.

Much of the recent growth in part-time employment has been related to cyclical factors. During the 1981-1982 recession, the longest and deepest since the Great Depression of the 1930s, substantial losses in employment in virtually all sectors of the economy occurred and unemployment rates escalated to double-digit levels. This decline in employment was entirely among full-time workers--full-time employment fell by 6.5 percent during the recession. Part-time employment was less affected by the recession because most part-time jobs

are found in the service sector where output declines and job losses were less severe than in the goods-producing industries. part-time employment actually increased by four percent during the recession. Moreover, poor economic conditions and weak product demand appear to have led many employers to substitute part-time for full-time jobs, resulting in a substantial increase in the number of persons involuntarily employed part-time. For example, in 1982 the number of people employed part-time because they could not find full-time jobs increased 42 percent over the previous year, representing one-quarter of those working part-time, while voluntary part-time time employment actually declined. Although the 1981-1982 recession hastened much of the increase, involuntary part-time employment continued to rise during the recovery, but at a more moderate rate. In 1986, for the first time, involuntary part-time employment fell by 0.4 percent while voluntary part-time employment increased by 4.5 percent and full-time employment by 2.8 percent.

A recent Statistics Canada study (Canada, Statistics Canada 1986), which examined in detail this rise in involuntary part-time employment showed that the incidence of involuntary part-time employment was highest for young workers and women aged 25 to 54, lowest for males aged 25 to 54, and was substantially higher in community, business and personal services than in manufacturing. The study attributed the rising trend in involuntary part-time employment to "an increasing mismatch" between work schedules preferred by the workforce and those offered by employers, especially in the less cyclically sensitive, faster growing, part-time prone service sector.

An important issue that arises is whether the growth in part-time employment is a cyclical phenomenon related to the non-availability of full-time jobs or whether it is due to a long-term trend reflecting employee preferences for alternative work arrangements. Several studies in the United States have examined the effects of the business cycle on voluntary and involuntary part-time employment (Bednarzik 1975, 1983; Deutermann, Jr. and Brown 1978; Hamel 1985). It has been observed that during recessions there is little or no growth in full-time or voluntary part-time employment and if the downturn is severe a decline in these two types of employment may occur with an increase in involuntary part-time employment. In the early stages of recovery, employers hesitate to increase their workforce and therefore, involuntary part-time employment continues to increase moderately but declines as the recovery strengthens. No similar studies have been done for the Canadian labour market although the study by Statistics Canada did note that business cycle effects experienced in the United States also occured in Canada (Canada, Statistics Canada 1986).

In 1985 there were 1.8 million part-time workers in Canada, accounting for 16 percent of total employment.[1] If all those who were employed *at any time* during the year are counted, part-time employment totalled 3.6 million or 26 percent of total employed. No detailed breakdown is available describing the

extent of to which part-time employment is regular or permanent as opposed to casual, seasonal, short-time or temporary. However, if it is assumed that workers employed part-time for the full year are indeed permanent or regular part-time workers, then 39 percent of part-time employment is permanent.[2] As Table 3 shows, only 53 percent of those employed at some time in 1985 actually worked the so-called "normal" schedule of full-time, full-year employment, that is, 30 hours or more per week for 52 weeks; the remaining 47 percent worked part-time, part-year or "some full-time and some part-time".

TABLE 3
FULL-YEAR AND PART-YEAR EMPLOYMENT IN CANADA BY FULL-TIME, PART-TIME STATUS, 1985
Percentage Distribution

	Employed Full-Year	Employed Part-Year	Total
Entirely Full-Time	52.7	20.7	73.4
Entirely Part-Time	6.3	9.9	16.2
Some Full-Time, Some Part-Time	4.1	6.3	10.4
Total	63.1	36.9	100.0

Source: Derived from Statistics Canada, "Results from the Annual Work Patterns Survey 1984 and 1985." *The Labour Force*, March 1986, p. 103.
Note: Each category is a percentage of the total number of persons employed at some time during 1985.

Profile of Part-Time Employment

Currently, a part-time worker in Canada is more likely to be female, under 25 years of age or over 65, married, and employed in the service sector of the economy. The following section examines various characteristics of part-time workers, the industries and occupations in which they are employed, their work schedules, and job tenure.

Sex, Age, Marital Status, and Educational Attainment

Women are more than twice as likely as men to be working part-time. In 1986 one in four women worked part-time compared to one in 13 men. Women make up the largest proportion of part-time workers (71 percent) and have accounted for about three-quarters of the growth in part-time employment over the past thirty years.

In terms of *age*, part-time work is the predominant pattern of employment for young workers (15 to 24 years of age) and for workers 65 years of age and over. Persons under 25 make up the second largest segment (43 percent) of part-time employment. This age group has exhibited the greatest growth in part-time employment, although in recent years this growth has slackened somewhat, reflecting the maturing of the post-war baby boom.

Since the sixties there has been a substantial expansion in part-time employment among workers aged 25 to 44, especially among men. One-third of people aged 65 and over employed in 1986 were working part-time.

The median age of part-time workers is 29 and of full-time workers 36. Male part-time workers tend to be much younger than their full-time counterparts (median age of 22 and 36 years, respectively) while there is little age difference between female part-time and full-time workers (median age of 33 and 35 years, respectively). Over two-thirds of all men and about one-third of all women working part-time are under 25 years of age. Female part-time workers are concentrated in the age group 25 to 44 years.

Slightly more than one-half of all part-time workers are *married*, although the greatest growth in part-time employment has been among single persons. Two-thirds of all women employed part-time are married while three-quarters of all men working part-time are single.

As shown in Table 6, there are no appreciable differences in the *education* levels of part-time and full-time workers. Close to one-third of all part-time workers have at least some post-secondary education. A higher proportion of part- than full-time workers have a post-secondary certificate or diploma while a higher percentage of full-time employees have a university degree.

Industrial and Occupational Distribution

Part-time employment is concentrated in trade and community, business, and personal services industries. In 1986 about 78 percent of all part-time workers were in these two major industry groups while they employed only 45 percent of all full-time employees. Within these industry groups the highest proportions of part-time workers are in food and accommodation services, retail trade, health and welfare services, and education.

The concentration of part-time workers in trade and services industries is reflected in the occupational distribution. Two-thirds of all part-time workers are in service, clerical or sales jobs compared to one-third of all full-time workers.

Those industries and occupations where there are high proportions of part-time workers also tend to be those with a high percentage of female workers. In the goods-producing industries, where there are relatively few part-time workers, higher proportions of men to women workers are found.

TABLE 4
PART-TIME EMPLOYMENT IN CANADA BY AGE, SEX AND MARITAL STATUS, 1966-1986
Average Annual Percentage Change

	1966-1986	1966-1971	1971-1981	1981-1986
Both Sexes	5.0	8.2	4.4	4.1
15-24 years	6.1	12.9	5.7	3.5
25-44	5.5	6.9	4.6	6.0
45-54	3.1	6.0	−4.8	2.2
55-64	3.2	5.0	1.8	4.5
65 and over	1.4	1.3	2.0	0.3
Single	6.1	12.4	5.5	4.4
Married	4.4	6.0	3.6	4.1
Other	4.0	5.9	3.5	3.1
Males	4.5	10.4	2.8	4.7
15-24 years	5.2	12.4	4.7	3.2
25-44	6.5	16.9	−1.3	14.0
45-54	1.6	10.1	−3.3	3.7
55-64	2.8	4.6	−1.3	9.7
65 and over	1.1	0.0	1.8	0.5
Single	5.3	11.8	4.6	3.8
Married	3.1	8.1	−1.6	8.0
Other	4.3	8.4	2.0	4.8
Females	5.2	7.3	5.1	3.9
15-24 years	7.1	13.4	6.7	3.8
25-44	5.4	5.5	5.4	5.1
45-54	3.3	5.6	2.9	2.0
55-64	3.4	5.1	2.7	3.0
65 and over	1.8	3.5	2.4	−0.8
Single	7.2	13.2	6.4	4.9
Married	4.5	5.6	4.6	3.5
Other	3.9	5.5	3.8	2.8

Source: Statistics Canada, *The Labour Force*.

Note: The Labour Force Survey was revised in 1975. Part-time employees in the old survey included those employees who usually worked 35 hours or less per week and, in the revised survey, consists of those who usually work 30 hours or less per week.

TABLE 5
PART-TIME EMPLOYMENT IN CANADA BY SEX, AGE AND MARITAL STATUS, 1966-1986

	As a Percent of All Part-Time Employees				As a Percent of All Employees in Category			
	1966	1971	1981	1986	1966	1971	1981	1986
Both Sexes	100.0	100.0	100.0	100.0	9.1	12.1	13.4	15.6
15-24 years	31.4	38.7	44.0	42.6	12.3	19.5	24.4	31.9
25-44	34.2	32.2	32.8	35.8	7.1	8.9	9.1	10.5
45-54	16.1	14.5	11.6	10.6	7.8	9.4	9.8	10.6
55-64	11.3	9.7	7.5	7.6	9.0	10.0	10.2	12.8
65 and over	7.1	5.1	4.1	3.4	21.4	26.9	32.1	34.9
Single	32.1	38.9	43.2	43.6	10.7	18.1	21.3	25.4
Married	61.4	55.3	51.4	51.3	8.1	9.6	10.4	12.0
Other	6.5	5.8	5.3	5.1	14.4	15.5	10.8	11.5
Males	29.5	32.6	28.0	28.7	3.9	5.9	6.3	7.8
15-24 years	16.2	19.6	20.2	19.3	11.2	17.8	21.0	27.7
25-44	3.4	5.0	2.8	4.5	1.0	2.0	1.3	2.3
45-54	2.0	2.2	1.0	1.0	1.4	2.1	1.4	1.7
55-64	3.1	2.6	1.5	1.9	3.3	3.8	3.0	5.0
65 and over	4.6	3.1	2.4	2.0	17.5	21.6	27.3	29.8
Single	17.8	20.9	21.3	20.9	10.3	16.9	18.6	21.8
Married	10.7	10.6	5.9	7.1	1.8	2.6	1.9	2.8
Other	0.9	0.9	0.7	0.8	6.5	7.4	4.1	4.7
Females	70.5	67.5	72.0	71.2	21.0	24.4	23.9	25.9
15-24 years	15.1	19.2	23.8	23.4	13.9	21.7	28.1	36.6
25-44	30.8	27.1	29.9	31.3	23.9	24.9	20.7	21.1
45-54	13.9	12.3	10.6	9.6	23.4	25.5	24.3	24.3
55-64	8.2	7.1	6.0	5.7	25.9	26.0	24.7	27.8
65 and over	2.5	2.0	1.6	1.3	36.4	43.2	43.6	45.1
Single	14.2	17.8	21.9	22.7	11.2	24.2	24.9	30.0
Married	50.5	44.7	45.5	44.3	28.5	38.7	25.0	25.8
Other	5.6	4.9	4.6	4.3	18.1	24.4	14.8	15.5

TABLE 6
EDUCATIONAL LEVELS OF FULL-TIME AND PART-TIME EMPLOYED WORKERS IN CANADA AGED 25 YEARS AND OVER, 1984

	Full-Time			Part-Time		
Educational Level	Both Sexes	Male	Female	Both Sexes	Male	Female
None or Elementary	13.6	15.3	10.6	12.4	20.5	10.7
High School[1]	45.8	44.9	47.3	49.0	41.9	50.5
Some Post-Secondary	8.6	8.5	8.9	7.7	9.2	7.3
Post-Secondary Certificate or Diploma	14.8	13.5	17.2	17.6	10.4	19.1
University	17.2	17.8	16.0	13.4	18.0	12.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: Statistics Canada, unpublished data from the Survey of Union Membership, a supplement to the Labour Force Survey, December 1984.
Note: Those people 25 years and younger were excluded since they are likely to be still completing their education.
1 Some or completed high school.

TABLE 7
FULL-TIME AND PART-TIME EMPLOYMENT IN CANADA BY INDUSTRY, 1986

	Full-Time Employment		Part-Time Employment	
	As Percent of Total Employees in Industry	As Percent of Total Full-Time Employees	As Percent of Total Employees in Industry	As Percent of Total Part-Time Employees
All Industries	84.4	100.0	15.6	100.0
Goods-producing	93.8	32.6	6.2	11.7
Agriculture	82.6	4.1	17.4	4.6
Forestry, fishing & trapping	94.3	1.0	5.7	0.3
Mining	97.8	1.8	2.2	0.2
Manufacturing	96.4	19.8	3.6	4.0
Construction	92.8	5.9	7.3	2.5
Service-producing	80.6	67.4	19.5	88.3
Transportation, communication & other utilities	94.0	8.6	6.1	3.0
Trade	76.5	16.2	23.5	27.1
Finance insurance & real estate	88.5	5.9	11.6	4.2
Community, business & personal service	75.6	29.1	24.4	51.0
Public administration	92.9	7.6	7.0	3.1

Source: Statistics Canada, *The Labour Force*, December 1986.

TABLE 8
FULL-TIME AND PART-TIME EMPLOYMENT IN CANADA BY OCCUPATION, 1986

	Full-Time Employment		Part-Time Employment	
	As Percent of Total Employees in Industry	As Percent of Total Full-Time Employees	As Percent of Total Employees in Industry	As Percent of Total Part-Time Employees
All Occupations	84.4	100.0	15.6	100.0
Managerial, Professional	88.9	29.8	11.1	20.3
Clerical	79.4	15.6	20.6	21.9
Sales	74.3	8.5	25.7	15.9
Service	68.2	10.9	31.8	27.6
Primary	86.5	5.6	13.5	4.8
Processing	96.6	15.5	3.4	3.0
Construction	95.9	6.2	4.1	1.4
Transportation	92.2	4.1	7.6	1.8
Materials Handling & Other Crafts	86.3	3.8	13.7	3.3

Source: Statistics Canada, *The Labour Force*, December 1986.

Work Schedules

In 1986, part-time workers in Canada worked an average 14.5 hours per week, and full-time workers 37.9 hours. There tends to be a great deal of variation in the hours of work of part-time employees: 14 percent of part-time employees worked less than 8 hours per week, 28 percent worked between 8 and 14 hours per week, 38 percent worked 15 to 20 hours per week and 21 percent worked 21 to 29 hours per week (unpublished data from Statistics Canada's Survey of Union Membership, December 1984). Although there has been a decline over the past decade in overall average weekly hours worked no such trend is evident for either full-time or part-time workers, whose average usual hours have remained virtually unchanged since 1975 (see Table 9). As pointed out in two reports by Statistics Canada, "the decline in overall average weekly hours is the result of increasing share of employment accounted for by part-time work and is not due to shorter workweeks for everyone" (Canada, Statistics Canada 1984, 1985).

Job Tenure

Job tenure among part-time employees is shorter than among full-time employees. In 1986, 47 percent of part-time workers and only 23 percent of full-time workers were with their current employer for less than one year. However, as pointed out by the Commission of Inquiry into part-time Work, once age is

partially controlled for, "job tenure differences between full-time and part-time workers are substantially reduced", especially for workers under 25 years of age, see Table 10 (Canada, Commission of Inquiry into Part-time Work 1983).

TABLE 9
AVERAGE USUAL HOURS WORKED PER WEEK IN CANADA, 1975-1985

Year	All Workers	Full-Time Workers	Part-Time Workers
1975	39.2	42.1	15.0
1976	39.0	42.0	15.0
1977	38.8	42.0	15.0
1978	38.8	42.1	15.0
1979	38.7	42.1	15.0
1980	38.5	42.0	15.0
1981	38.3	42.0	15.1
1982	37.9	41.8	15.0
1983	37.8	42.0	14.9
1984	37.8	42.0	15.1
1985	37.9	42.1	15.3
1986	37.4	41.5	15.2

Source: Statistics Canada, *Historical Labour Force Statistics*, 1986.

TABLE 10
JOB TENURE OF FULL-TIME AND PART-TIME EMPLOYED WORKERS IN CANADA BY AGE, 1984
Percent

	1-6 months	7-12 months	1-5 years	6-10 years	11-20 years	Over twenty years	Total
All Ages							
Full-Time	13.2	7.7	28.0	20.1	20.6	10.4	100.0
Part-Time	34.6	10.9	31.8	11.5	7.5	3.7	100.0
Workers Under 25 Years							
Full-Time	31.4	15.9	42.9	9.6	0.2	0.0	100.0
Part-Time	46.7	15.3	33.8	4.0	0.1	0.0	100.0
Workers 25 Years and Over							
Full-Time	9.6	6.1	25.0	22.2	24.6	12.4	100.0
Part-Time	24.8	7.4	30.2	17.5	13.4	6.6	100.0

Source: Statistics Canada, unpublished data from the Survey of Union Membership, a supplement to the Labour Force Survey, December 1984.

International Comparisons

Part-time employment has been increasing rapidly in both North America and European countries. According to an international study, between 1973 and 1983, the growth of part-time employment outstripped that of full-time employment in all western industrialized countries and, in France, West Germany and the Netherlands, this growth has surpassed that in Canada (Neubourg 1985). Table 11 indicates that in 1983, part-time employment was more prevalent in Denmark, the Netherlands, Norway, Sweden and the United Kingdom than in Canada.

Table 12 summarizes international differences in the definition of part-time work, the rights of part-time workers to equal treatment, employers' obligations with respect to protection against industrial injury and occupational disease, consultation before the introduction of part-time work, and representation rights of part-time workers in various representative bodies. Only France, West Germany, Spain and Switzerland have specific legal definitions of part-time work. In all European Economic Community (EEC) countries except Ireland, basic terms and conditions of employment apply to both full-time and part-time employees, although in some countries certain regulations may preclude part-time workers from access to some benefits. In Ireland and the United Kingdom dismissal rules do not apply to part-time employees working less than a set number of hours per week.

Practices with respect to social security vary widely. In general, Denmark, Greece, Italy, Luxembourg, the Netherlands, Spain and Sweden extend the same coverage to part-time employees as to full-time workers but prorate the benefits to their hours and/or earnings. In some countries workers earning below a certain threshold or working fewer than a specified number of hours are excluded. In the United Kingdom part-time workers are excluded from occupational sick pay and pension plans.

In all countries with works councils or other employee representative bodies except Denmark, Ireland, Italy and Spain, the employer is required to inform and/or consult on the introduction of part-time work. In Ireland, consultation is necessary only if mass layoffs are also planned. part-time employees have the same voting and representation rights as full-time workers in all EEC countries except Ireland and the Netherlands.

Notes

1 This figure is based on Statistics Canada's monthly Labour Force Survey which counts only those employed during the month of the survey. The same figures apply for 1986.

2 This figure is derived from Statistics Canada's Annual Work Patterns Survey which counts all those who were employed at *any* time during the year. Only the Annual Work Patterns Survey distinguishes between full-year and part-year employment.

TABLE 11
INTERNATIONAL COMPARISON OF PART-TIME EMPLOYMENT

	Percentage growth rates of full-time and part-time employment[1]							
	Canada		France		Germany		Japan	
Years	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
1973-75	8.1	−8.9	1.7	33.7	−4.8	12.7	−2.7	10.5
1975-77	2.7	14.3	−0.1	11.4	−0.4	6.0	3.7	−3.9
1977-79	6.4	15.2	1.3	−0.9	1.8	1.1	1.7	8.1
1979-81	4.3	13.6	−0.3	3.6	2.5	11.0	1.4	4.1
1981-83	−1.6	10.9	−2.3	30.8	−2.9	23.4	2.1	5.9
1973-83	18.4	52.3	0.2	100.1	−4.0	65.4	6.2	26.6

	Percentage growth rates of full-time and part-time employment[1]							
	Netherlands		Sweden		United Kingdom		United States	
Years	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
1973-75	1.4	33.0	2.8	9.0	−0.8	11.9	−1.6	2.4
1975-77	2.7	8.0	−3.7	11.2	1.4	1.5	7.3	7.9
1977-79	0.6	29.6	−1.3	6.9	2.1	−7.6	7.7	5.8
1979-81	−9.4	169.4	−0.6	5.0	−5.5	−5.2	0.7	1.3
1981-83	−1.0	10.4	0.9	0.8	−4.0	24.1	1.0	1.1
1973-83	−6.0	453.6	−2.0	37.2	−6.7	21.9	14.8	19.7

	Share of part-time employment in total employment (%)[2]							
Year	Canada	France	Germany	Japan	Nether-lands	Sweden	U.K.	U.S.
1973	12.4	5.1	7.7	13.6	4.4	16.2	15.3	14.3
1975	10.6	6.6	9.0	15.2	5.6	16.8	16.9	14.3
1977	11.7	7.3	9.6	14.2	5.9	18.6	16.9	14.5
1979	12.5	7.1	9.5	15.0	7.5	19.5	15.4	14.3
1981	13.5	7.4	10.2	15.3	19.4	20.2	15.4	14.3
1983	15.3	9.6	12.6	15.8	21.0	24.3	18.9	14.1

Source: Chris de Neubourg, "Part-time work: An international quantitative comparison," *International Labour Review* 124(1985):561.

1 Data for Canada (1960-74), France, the Federal Republic of Germany, the Netherlands and the United Kingdom relate to the employed population aged 14 and over; for Canada (1975-83) and Japan to the employed population aged 15 and over; and for Sweden and the United States to the employed population aged 16 and over. In Canada the cut-off point between full-time and part-time work was lowered in January 1975 from 35 to 30 hours a week. The figures for full-time workers in the United States include employees working part-time for economic reasons but usually working full-time.

2 For Japan and Sweden part-time workers are shown as a percentage of employed persons actually at work during the reference week; for other countries, as a percentage of total employment.

TABLE 12
PART-TIME EMPLOYMENT IN SELECTED COUNTRIES

Country	Definition
Austria	No specific definition.
Belgium	No specific definition.
Denmark	No specific definition; it is commonly taken to mean hours between 15 and 30 a week which is the definition laid down in the law on unemployment benefits.
France	Article 212-4.2 of the Labour Code defines part-time work as hours which are lower by at least one fifth than the statutory working week or than hours fixed by collective agreement for an industry or a company.
West Germany	Under the new Employment Promotion Act part-time work is defined as work for weekly hours which are lower than the regular weekly hours of full-time employees in the same company.
Greece	No specific definition.
Ireland	No specific definition.
Italy	Article 5 of law 863 of 22 December 1984 provides for job seekers to register for work for hours lower than standard hours or for set periods per week, month or year.
Luxembourg	There is no specific definition of part-time work in the private sector in Luxembourg (although a Bill before Parliament would define it as hours lower than statutory or collectively agreed hours). In the public sector, part-time is defined as half normal hours.
Netherlands	No specific definition; however, various thresholds exist, such as a minimum of one third of standard hours to qualify for protection under minimum wage legislation or a minimum of 20 hours a week for inclusion in an occupational pension scheme.
Norway	No specific definition.
Sweden	No specific definition; it is generally taken to mean hours below 35 a week.
Switzerland	Article 319 IIa of the "Code of Obligations" defines part-time work as work for hours lower than standard hours.
United Kingdom	No specific definition; however, some statutory protection (for example on unfair dismissal, redundancy pay and minimum notice periods) does not apply to employees working fewer than eight hours a week or

Table 12 (continued)

Country	Rights of Individual Workers to Equal Treatment
	to those working fewer than 16 hours if they have fewer than five years service. Department of Employment statistics define part-time as fewer than 30 hours a week.
Austria	Basic terms and conditions apply equally to full- and part-time workers although there are some restrictions for white-collar employees working fewer than about eight hours a week. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, all employees are covered for accident insurance, but only those earning more than 2261 s a month are covered for sick pay, pension and unemployment insurance.
Belgium	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, all employees working more than two hours a day are covered by the social security system. A law dating from 1981 abolished this distinction but has never been implemented.
Denmark	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, all employees working more than 15 hours a week are covered.
France	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, all employees are subject to thresholds for various schemes – for example, a minimum earnings threshold applies for coverage under the pension insurance scheme.
West Germany	Basic terms and conditions apply equally to full- and part-time workers although blue-collar employees working fewer than 10 hours a week do not receive sick pay from their employers for the first six weeks of absence. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on.
Greece	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, all employees are covered, regardless of pay or hours worked.
Ireland	Employees must work at least 120 hours a month to qualify for annual leave under the Holidays (Employees) Act 1973. Otherwise Labour Court rulings have upheld the rights of part-timers to equal terms and conditions. Legislation on minimum notice, redundancy pay and unfair dismissal applies only to employees working more than 18 hours a week. In the field of social security, only those working 18 hours a week or more are covered.

Table 12 (continued)

Country	Rights of Individual Workers to Equal Treatment
Italy	Basic terms and conditions apply equally to full- and part-time workers. There are no provisions relating to the rights of part-time workers to notice periods, redundancy pay and so on. In the field of social security, all employees are covered, regardless of pay or hours worked.
Luxembourg	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, only those working 20 hours a week or more are covered by unemployment insurance. Otherwise, all employees are covered regardless of pay or hours worked except domestics working fewer than 17 hours a week.
Netherlands	Basic terms and conditions apply equally to full- and part-time workers (though see above, Definition, for examples of some thresholds). Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, all employees are covered regardless of pay or hours worked except those employed by private individuals for fewer than 16 hours a week.
Norway	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, only employees earning more than 14,000 kr a year pay contributions and only those earning at least 10,000 kr a year are eligible for benefit. However, all employees irrespective of earnings qualify for sick pay from their employees for the first two weeks of absence.
Spain	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, all employees are covered regardless of pay or hours worked.
Sweden	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security all employees are covered regardless of pay or hours worked, although full-timers enjoy better entitlements to unemployment benefit.
Switzerland	Basic terms and conditions apply equally to full- and part-time workers. Both groups enjoy the same rights with regard to notice periods, redundancy pay and so on. In the field of social security, all employees are covered, regardless of pay or hours worked, for pension, survivors' and invalidity, accident and unemployment insurance. Accident cover is, however, reduced for those working fewer than 12 hours a week, while inclusion in an occupational pension scheme is not compulsory for those earning below 16,500 F a year.

Table 12 (continued)

Country	Employers' Obligations
United Kingdom	Basic terms and conditions apply equally to full- and part-time workers. Employment protection legislation does not apply to employees working fewer than eights hours a week (or between 8 and 16 hours a week if they have fewer than five years' service with their employer). In the field of social security, no contributions are payable by those earning below £ 35.50 a week, who do not qualify for all benefits. Part-timers also tend to be excluded from occupational sick pay and pension schemes.
Austria	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. Employers must consult the works council in their company on all questions relating to the distribution of working time, including part-time working.
Belgium	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. Employers must notify the works council of changes to working time arrangements including shifts to part-time working. The works council must also be consulted on the distribution of working time in the company.
Denmark	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. There is no obligation on employers to consult employee representatives before introducing part-time working, which is governed by collective agreement at industry or company level.
France	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. Employers must notify the works council or the employee representatives of the introduction of part-time working.
West Germany	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. Employers must inform the works council on all aspects relating to manpower planning and must consult it over the introduction of part-time working. Works councils have the right of co-determination in all cases of recruitment or dismissal.
Greece	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. There is no obligation on employers to consult employee representatives before introducing part-time working.
Ireland	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. There is no obligation on employers to consult employee representatives before introducing part-time working unless collective redundancies are also envisaged.

Table 12 (continued)

Country	Employers' Obligations
Italy	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. There is no obligation on employers to consult employee representatives before introducing part-time working.
Luxembourg	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. Employers must inform and consult the joint works council and the employee representatives before introducing part-time working.
Netherlands	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. Employers must inform the works council before introducing additional part-time jobs and must consult the works council and the union if the working time arrangements of large numbers of full-time workers are to be changed.
Norway	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. Employers must consult trade union representatives before changing the working time arrangements of a large number of full-time workers.
Spain	Employers are obliged to insure agains the risks of industrial injury and occupational disease in respect of all workers. There is no obligation on employers to consult employee representatives before introducing part-time working.
Sweden	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. Employers must consult the trade unions concerned before introducing part-time working.
Switzerland	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. There is no obligation on employers to consult employee representatives before introducing part-time working.
United Kingdom	Employers are obliged to insure against the risks of industrial injury and occupational disease in respect of all workers. There is no obligation on employers to consult employee representatives before introducing part-time working.

Country	Representation
Austria	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are counted as full-time workers when employee numbers are being calculated.

Table 12 (contined)

Country	Representation
Belgium	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time working less than 75% of normal hours are counted as half employees when employee numbers are being calculated.
Denmark	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are counted as full-time workers when employee numbers are being calculated.
France	All employees, irrespective of hours worked, are eligible to vote for or stand for election to employee representative bodies. Employees with more than one part-time job may, however, hold office in only one company. Part-time employees are counted as full-time workers when employee numbers are being calculated except in questions of employee representation. Then they are counted as full-time workers if they work at least 20 hours a week or 85 hours a month, otherwise they are counted pro rata to the number of full-time workers they represent.
West Germany	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are counted as full-time workers when employee numbers are being calculated, except in companies with five or fewer employees.
Greece	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are counted as full-time workers when employee numbers are being calculated.
Ireland	The Worker Participation (State Enterprises) Act 1977 states that only those employed in a "whole-time capacity" may vote or stand for election, although the Act does not define "whole-time" employment. The Safety in Industry Act 1980, which governs elections to safety committees, specifies only "persons employed", so it is unclear whether part-timers are eligible. Similarly, it is unclear how part-time workers are counted when employee numbers are being calculated.
Italy	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are counted pro rata to the number of full-time employees they represent when employee numbers are being calculated.
Luxembourg	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are not counted at all when employee numbers are being calculated.

Table 12 (continued)

Country	Representation
Netherlands	All employees working at least one third of standard hours are eligible to vote for or stand for election to employee representative bodies. Part-time employees working below one third of standard hours are not counted at all when employee numbers are being calculated, all others are counted as full-time employees.
Norway	For most forms of employee representation (environmental committees, safety delegates and works councils), all employees are eligible to vote and to stand for election, irrespective of hours worked. Only those working at least 20 hours a week may, however, vote for or stand for election to company boards. Part-time employees are counted pro rata to the number of full-time employees they represent when employee numbers are being calculated.
Spain	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are counted as full-time workers when employee numbers are being calculated.
Sweden	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are counted as full-time workers when employee numbers are being calculated.
Switzerland	There are no legal provisions on the eligibility of part-time employees to vote for or to stand for election to employee representative bodies. Similarly, there are no legal provisions on how part-time employees are to be counted when employee numbers are being calculated.
United Kingdom	All employees, irrespective of hours worked, are eligible to vote for or to stand for election to employee representative bodies. Part-time employees are counted as full-time workers when employee numbers are being calculated.

Source: "Part-time work in 15 countries," *European Industrial Relations Review*, June 1985, pp. 23-27.

IV
Conditions of Employment for Part-Time Workers in Canada

The growing emphasis on part-time employment has raised several issues related to the pay and labour market status of part-time workers. As several studies have shown, many part-time workers do not receive the same wage rate or employee benefit coverage as full-time workers (White 1983, 97-109; Canada, Commission of Inquiry into Part-time Work 1983, 133-143; England 1986). In order to examine conditions of employment for part-time workers in Canada, this section looks at hourly wage rates for part-time workers and the effects on part-time workers of employment standards legislation, social security benefits including private employee benefits, unionization, collective bargaining legislation and labour relations board practices.

Wages of Part-Time Workers

Some perspective on the relative pay position of part-time workers is obtained from a comparison of hourly wage rates (see Table 13). As might be expected, hourly earnings of part-time workers tend to be less than for full-time workers. The average hourly wage rate for part-time workers in 1984 was $7.33, and $10.93 for full-time workers. Wage rate differences between full-time and part-time employees were greatest in primary industries and public administration and least in utilities and community services.

Female part-time workers earned more than their male counterparts – the average hourly wage rate for a female part-time worker was $7.63 compared to $6.48 for male part-timers. The full-time/part-time differences were also greater between non-unionized and unionized workers: the hourly wage rate for a unionized part-time worker was $10.96 and $12.40 for a unionized full-time worker while wage rates were $6.17 for a non-unionized part-time worker and $9.82 for a non-unionized full-time worker.

The Commission of Inquiry into Part-time Work outlined several reasons for these hourly wage differentials between part-time and full-time workers:

-part-time workers may be paid less per hour since they work fewer hours, and thus do not accumulate the same level of experience and skill as full-time workers for each calendar year they are in the labour force.

TABLE 13
HOURLY WAGE RATES AND PART-TIME/FULL-TIME WAGE RATE DIFFERENTIALS OF EMPLOYED PAID WORKERS IN CANADA BY INDUSTRY, 1984

Industry	Full-Time	Part-Time	Wage Rate Differential
All Industries	10.93	7.33	67
Agriculture	5.88	6.49	110
Forestry	12.51	9.05	72
Fishing	7.77	5.33	69
Mining			
Metal Mining	14.77		
Mineral fuel	17.77	7.82	44
Non-metal mining	13.50	18.05	134
Quarries and sand-pits	10.20	5.32	52
Services incidental	11.87	9.48	80
Manufacturing			
Food and beverage	10.54	6.21	59
Tobacco	14.44		
Rubber and plastics	10.08	6.17	61
Leather	7.53	6.10	81
Textile	8.87	5.78	65
Clothing	6.59	5.18	79
Wood	10.96	10.36	95
Furniture & fixture	8.27	4.88	59
Paper & allied	13.58	12.90	95
Printing, publishing	10.64	8.83	83
Primary metal	12.61	19.99	159
Metal fabricating	11.28	5.75	51
Machinery	10.88	8.54	78
Transportation equipment	11.58	7.12	61
Electrical	11.54	6.06	53
Non-metallic minerals	11.30	5.36	47
Petroleum and coal	15.93	6.06	38
Chemical	13.11	6.81	52
Miscellaneous	8.63	9.26	107
Construction			
General contractors	12.30	8.29	67
Special contractors	12.10	8.77	72
Incidental services	13.42		
Transportation, etc.			
Transportation	12.05	9.51	79
Storage	12.17	8.62	71
Communication	13.13	9.77	74
Utilities	15.70	13.63	87
Trade			
Wholesale	10.46	7.43	71
Retail	8.11	5.78	71

Table 13 (continued)

Industry	Full-Time	Part-Time	Wage Rate Differential
Finance, Insurance, Real Estate			
Finance	10.88	8.22	76
Insurance carriers	11.53	6.19	54
Insurance agencies & real estate	8.64	7.80	90
Services			
Education and related	13.73	10.95	80
Health and welfare	10.46	10.28	98
Religious	6.71	6.18	92
Amusement and recreation	8.76	5.20	59
Business management	10.30	8.58	83
Personal	5.38	4.89	91
Accommodation and food	5.75	4.58	80
Miscellaneous	8.79	7.38	84
Public Administration			
Federal	14.20	8.06	57
Provincial	13.09	11.65	89
Local	12.89	6.46	50
Other	8.56	4.16	49

Source: Statistics Canada, unpublished data from the Survey of Union Membership, a supplement to the Labour Force Survey, December 1984.

-part-time workers may be paid less per hour because they are concentrated within a narrow range of industries and occupations, with these very industries and occupations being those which pay all workers a less-than-average wage.
-part-time workers may be paid lower hourly wages because their jobs are not unionized to the same extent as those of full-time workers, and unionized jobs generally pay higher hourly wages.
-part-time workers may receive lower hourly wages because women predominate, and our society discriminates against women in salaries and wages.
-part-time workers may receive lower hourly wages because they do not perform the same duties in the work place. That is, even where job titles are similar, a wage differential can be expected to occur where particular job functions are not the same. (Canada, Commission of Inquiry into Part-time Work 1983, 75)

A recent study of differences in wage rates between full-time and part-time workers indicated that adjusting for differences in age, education, sex, region, union status, and public and private sector status, the wage differential between

part-time and full-time workers was 10 percent, or one-third of the unadjusted wage differential (Simpson 1986, 803).

A Labour Canada study of federally regulated industries conducted in 1985 showed that 16 percent of employers paid lower salaries to part-time relative to full-time employees with equivalent jobs and seniority; 32 percent paid hourly part-time workers lower rates. Forty-seven percent of employers paid lower salaries to seasonal workers (38 percent paid lower hourly rates) and 32 percent paid lower salaries to temporary and casual part-time workers (43 percent paid lower hourly rates). About one-fifth of the employers reported that they gave smaller and less frequent pay raises to permanent part-time employees, 31 percent gave smaller and less frequent raises to seasonal workers and 35 percent of the employers stated that they gave smaller and less frequent pay raises to temporary/casual employees (Canada, Labour Canada 1985c, 43).

Employment Standards Legislation

Employment standards legislation establishes minimum standards relating to wages and working conditions of employees, including minimum wage rates, overtime pay rates, hours of work, statutory holidays, vacations, maternity leave and termination of employment. Part-time workers often do not receive equal treatment under employment protection legislation. Some jurisdictions expressly exclude part-time workers, some make no specific provisions for them or prevent part-time workers from qualifying for certain benefits because

> the absence of an ongoing, regular employment may prevent them from accruing the requisite seniority...the reduced number of hours worked during a given period may disentitle them from the same benefits available to traditional employees [workers more or less permanently employed by a single employer and regularly works forty or so hours per week]. In some provinces the legislation does not establish a system for pro-rating the seniority and hours of work of [part-time] employees so as to provide them with at least some proportion of the benefits in question. (England 1986, 4)

Although employment standards legislation does not explicitly differentiate between full-time and part-time workers, definitions of the term 'employee' in various jurisdictions do serve to exclude workers in those occupations where there is a high proportion of part-time employment. In Alberta, agricultural and domestic workers are excluded from the provisions related to hours of work and overtime pay, minimum wages, and vacations and vacation pay employment standards legislation. In British Columbia, students enrolled in training or work experience programs are excluded from all employment standards legislation while fishing and hunting guides, part-time instructors in any public

institution, and fishermen are excluded from hours of work and overtime provisions. In Manitoba, students enrolled in a training program, domestics who are not employed for more than 24 hours in a week, employees in agriculture and in the growing of horticultural products (including fur farming and dairy farming) are excluded from all employment standards legislation. In Newfoundland, only persons employed on a full-time basis are covered by employment standards legislation protecting civil servants. In New Brunswick, workers employed 24 hours or less per week are not entitled to vacation benefits and a part-time employee who is not usually employed for more than five hours in any one day is not entitled to a weekly rest period. In Nova Scotia, domestics and students in certain professions are excluded from all employment standards legislation.

In Ontario, persons who perform work under a work program approved by a community college and secondary students enrolled in certain work experience programs are excluded from all employment standards legislation while students of certain professions, commercial fishermen and farm workers are excluded from the hours of work, minimum wage, overtime pay, public holidays and vacation with pay provisions of employment standards legislation; part-time nannies who work less than 24 hours a week are excluded from employment standards legislation pertaining to these workers; domestics and civil servants working less than 24 hours are "unclassified" and not entitled to some benefits. In Prince Edward Island, farm labourers are excluded from all employment standards legislation and workers employed for 24 hours or less per week are not entitled to vacation benefits. In Quebec, certain agricultural workers and students enrolled in a job induction program approved by the Minister of Education are excluded from all employment standards legislation.

In Saskatchewan, employees engaged in farming, ranching or market gardening are excluded from all employment standards legislation; part-time employees (defined as persons employed for irregular hours of duty or for specific, intermittent periods, or both, during a day, week or month, whose services are not required for the normal work day, week or month as the case may be) are "unclassified" under the Public Service Act and are excluded from employment standards legislation; moreover, previous service as a part-time civil servant does not count towards the seniority of a "classified" civil servant although it does count if the "unclassified" employee was not a part-time worker. In the Northwest Territories, domestics, trappers and commercial fishermen and students of certain professions are excluded from all employment standards legislation. In the Yukon Territory, students in certain occupations, farm workers, and domestics are excluded from the hours of work provisions.

Part-time workers are also affected by the continuity of employment prerequisites of most employment standards legislation. As shown in Tables 14 to 19, to be eligible for benefits from such standards as annual vacations, holidays,

maternity leave and individual termination of employment provisions, employees must be continuously employed for some minimum period of time. Since almost one-half of all part-time workers are employed for less than one-year, this requirement means that full-time and part-time employees do not receive equal treatment. Casual, seasonal and temporary employees are particularly disadvantaged since they, as opposed to permanent, regular part-time employees, are more likely to experience interrupted periods of employment. According to a Labour Canada study,

> the most important factor in influencing the benefits secured to part-time workers is interruption of employment. Working less than the normal number of hours in a day or days in a week has far less effect on the guarantees provided to an employee by employment standards legislation than does working even full-time but for relatively short periods of time. Many standards have a threshold of entitlement on one month, three months or even a year (common in the case of annual vacation and maternity leave). Employees who enter and leave the labour force at frequent intervals, or who, while remaining in the labour force, frequently change their employment, will run the risk of sacrificing these minimum standards, since in the case of most employment standards there are no provisions permitting two or more separate periods of employment to be considered as one for the purposes of satisfying a threshold. (Canada, Labour Canada 1984, 11)

Some jurisdictions do allow successive periods of employment with the *same* employer to be continuous provided that the interim period between employment does not exceed specified amounts (Canada, Labour Canada 1984, 1-4). As Geoffrey England points out "one drawback with these provisions preserving continuity of employment is that they are not made applicable to all the statutory benefits which hinge on continuous employment". For example, in the federal jurisdiction, the provision applies only to the minimum notice period, severance pay and maternity provisions; in Nova Scotia, only to the minimum notice period, severance pay and unjust discharge and group termination protections; in Newfoundland, only to individual and group termination protections (England 1986, 18).

Another element in employment standards legislation that affects part-time employees, especially those working on a casual, seasonal or temporary basis, is continuity of employment with respect to more than one employer. Most employment standards legislation that permit interruptions in service do so only where such periods are with the *same* employer. The only legislation which deals with multi-employer employment is the Canada Labour Code employment standard regulation covering longshoring where, for the purposes of general

holidays, an employee engaged in multi-employer employment "shall be deemed not to have interrupted continuity of employment" (Canada, Labour Standards Regulations, (C.R.C. 1978, c. 986 as am.), s. 19(6).).

TABLE 14
HOURS OF WORK AND OVERTIME PAY PROVISIONS IN CANADA

Jurisdiction	Standards Set	Application
Federal	Standard hours: 8, 40 after which 1½ times the regular rate.	Federal industries. Exclusion: managers, superintendents and certain professionals are excluded from both hours of work and overtime provisions.
Alberta	Standard hours: 8, 44 after which 1½ times the regular rate.	Most employees. Exclusions: managerial, confidential and supervisory employees, farm labour, domestic service, public employees, municipal policemen, certain sales persons, chartered accountants and lawyers are excluded from hours of work provision; different overtime hours are established for certain categories of employees.
British Columbia	Standard hours: 8, 40 after which 1½ times the regular rate; double for all hours worked in excess of 11 in a day and 48 in a week (excluding hours worked in excess of 8 in a day).	Most employees Exclusions.[1]
Manitoba	Standard hours: 8, 40 after which 1½ times the regular rate.	Most employees. Exclusions: professional employees, independent contractors, farming, fishing, construction, certain provincial government employees, travelling salesmen, domestics in a private home who work no more than 24 hours in a week and a few other classes of employees are excluded from hours of work provisions.

Table 14 (continued)

Jurisdiction	Standards Set	Applications
New Brunswick	No limit on number of hours worked daily, weekly, or monthly. The Lieutenant-Governor may prescribe by regulation the maximum number of hours an employer may require an employee to work at the minimum wage rate. Where such a regulation is in effect, an employee who works in excess of the prescribed maximum hours shall be paid not less than 1½ times the minimum wage rate.	Most employees. Exclusions: farming, independent contractors are excluded from hours of work and overtime provisions.
Newfoundland	Standard hours: a) Assistants (shop employees) 8, 40 b) Other employees, 44 per week. Maximum hours: 16 in a day. Overtime: not less than $6.00 an hour for hours in excess of maximum.	Most employees, other than professionals. Exclusions: professionals and students in professional training are excluded from the hours of work provisions. Domestic servants, and agricultural workers other than in the production of fruit and vegetables in greenhouse and nursery operations, and persons employed in the raising of livestock are excluded from overtime provisions.
Nova Scotia	Maximum hours: 48. Overtime: 1½ times minimum rate after 48 hours.	Most employees. Exclusions: supervisory, managerial or employees employed in a confidential capacity, professional employees or students of these professions, farm labour, domestic servants, certain apprentices, employees on fishing vessels.
Ontario	Maximum hours: 8, 48. Overtime: 1½ times regular rate after 44 hours.	Most employees. Exclusions: supervisory and managerial employees, professional employees, students of these professions, farm workers, domestic servants, construction, commercial fishermen, resident janitors or caretakers, firefighters, and a few other classes of employees.

Table 14 (continued)

Jurisdiction	Standards Set	Applications
Prince Edward Island	Maximum hours: 48. Overtime: not less than $6.00 per hour for those 18 years and over. Not less than $4.88 per hour for those under 18 years.	Exclusions: registered apprentices, farm labourers who are not engaged in a commercial undertaking, persons employed for the sole purpose of protecting and caring for children in private homes, employees of non-profit organizations who are required to reside at a facility operated by their employer are excluded from hours of work provisions. The above categories, as well as ambulance drivers, except in respect of the first 12 hours of overtime per week, are excluded from overtime provisions.
Quebec	Standard hours: 44, after which a premium of 50% of the prevailing hourly wage.	Most employees. Exclusions: employees governed by decree, those covered by special minimum wage ordinances, farm workers, domestics and a few other groups are excluded from the hours of work provisions.
Saskatchewan	Standard hours: 8, 40. Maximum hours: 44. Overtime: 1½ times the regular rate. Special provisions are set for a 4 day week: 10, 40 after which 1½ times the regular rate is paid.	Most employees. Exclusions: managerial employees, farm workers, certain professional employees and students, logging, road construction, civil servants employed as field employees, domestic workers and certain other categories of workers are excluded from both hours of work and overtime provisions.
Northwest Territories	Standard hours: 8, 44. Maximum: 10, 54. Exceptions: mining and hydrocarbon exploration; isolated transportation and tourist camps – 176 hours in 4 consecutive weeks, maximum 216. Overtime: 1½ times regular rate after standard hours.	Most employees, Exclusions: domestic servants, trappers and persons engaged in commercial fisheries, members or students of certain professions, managerial employees are excluded from both the hours of work and overtime provisions.

Table 14 (continued)

Jurisdiction	Standards Set	Applications
Yukon	Standard hours: 8, 40. Maximum: day, 10; week, 60; month, 260. Overtime: 1½ times regular rate after standard hours. Note: Persons employed in mines are not to work in excess of standard hours.	Most employees. Exclusions: member of the employer's family, prospectors, domestic servants, travelling salesmen, members or students of certain professions, supervisory and managerial employees, and a few groups are excluded from both the hours of work and overtime provisions.

Source: *The Current Industrial Relations Scene in Canada 1987* (Kingston: Industrial Relations Centre, Queen's University, 1987), pp. 292-295.

Note: The jurisdictions frequently establish specific standards for specific industries, i.e. logging, mining, garment industry, etc. These standards are set in regulations, board orders, etc.

1 In British Columbia the list of exclusions from the entire act and from the hours of work provisions is very extensive. For a complete list see the appropriate Acts and Regulations.

TABLE 15
MINIMUM WAGE PROVISIONS IN CANADA

Jurisdiction	Provision
Federal	No distinction between full-time and part-time work; $4.00 per hour for employees 17 years and over.
Alberta	$3.80 per hour; $3.65 for persons under age 18; $3.30 for students under 18; $150/week for salesmen. An employee who is employed in a recreation or athletic program *on a part-time basis* by a city, town, new town, village, summer village, hamlet, county, municipal district or community service organization that is not operated for profit, or employed as a school bus driver who works less than 2 consecutive hours, is entitled to pay for 2 hours of work at not less than the minimum wage rate.
British Columbia	$4.00 per hour; $3.65 for persons under age 18; special provisions for domestics, farm or horticultural workers of $32.00 for each day or part of a day worked.
Manitoba	$4.70 per hour; $4.55 for persons under age 18.
New Brunswick	No distinction between full-time and part-time work. $3.80 per hour.
Newfoundland	$4.00 per hour, applies to employees 16 years and over; $2.75 for domestics.
Nova Scotia	$4.00 per hour; $3.55 for students under age 18; $3.55 for learners (persons with less than 3 months' experience).

Table 15 (continued)

Jurisdiction	Provision
Ontario	$4.35 per hour; $3.50 for students under age 18 employed for not more than 28 hours in a week or during a school holiday (except construction); $4.25 for learners (persons with less than three months experience); special provisions for: employees in hotel trade, $3.50 per hour; employees serving liquor, $3.85 per hour; and domestics working more than 24 hours a week and nannies, $4.35 per hour.
Prince Edward Island	$4.00 per hour; $3.25 for persons under age 18.
Quebec	$4.35 per hour (if gratuities $3.63). Domestic workers residing at employer's residence, $150.00 per week.
Saskatchewan	$4.50 per hour.
Northwest Territories	$5.00 per hour.
Yukon Territories	$4.25 per hour for employees 17 years and over.

Source: *The Current Industrial Relations Scene in Canada 1987* (Kingston: Industrial Relations Centre, Queen's University, 1987), pp. 288-290; Labour Canada, Federal-Provincial Relations & Liaison, *Employment Standards Applicable to Part-Time Workers in Canada* (Ottawa, November 15, 1984).

Table 16 summarizes the minimum standards relating to annual vacations in each jurisdiction. Vacation entitlement and vacation pay are often based on length of service. Part-time workers employed on a permanent, regular basis tend to be entitled to the same benefits as full-time employees. However, casual and seasonal employees may not be entitled to vacation because they have not completed either the required one year of employment or have not worked 90 or 95 percent of their "scheduled" or "normal" working hours. In New Brunswick and Prince Edward Island employees working less than 24 hours per week are excluded from annual vacation benefits. Some jurisdictions, such as Alberta, prorate vacation if a full year's employment has not been completed; in Quebec, if an employee has not completed a full year's service, he/she is entitled to one day for each month worked.

With respect to paid holidays, legislation establishes length of service requirements for when employees are entitled to a statutory holiday with pay and how much they are to be paid if they are required to work on those days. Permanent, regular part-time employees may not receive differential treatment since, in most jurisdictions, the requirement is that the employee must work the *regularly scheduled* working day immediately preceding or following a general holiday (see Table 17). However, casual and seasonal workers may be affected by the requirement in most jurisdictions that employees must have been employed at least 30 days during the last year and, in some jurisdictions, must have worked 15 of the last 30 regular working days. For example, an employee

TABLE 16
ANNUAL VACATION AND VACATION PAY IN CANADA

Jurisdiction	Provision
Federal	Two weeks after one year of employment, 3 weeks after 6 years (a year of employment is a period of 12 consecutive months). Vacation pay is 4% or after 6 consecutive years of work with the same employer, 6% of annual wages.
Alberta	Two weeks after each year of employment (a year of employment is 12 consecutive months). Vacation pay is 4% of annual wages.
British Columbia	Two weeks after one year; 3 weeks after 5 continuous years of work with the same employer. Vacation pay is 2% of annual wages earned for each week of entitlement; 4% of total wages if employment is terminated before one year; 6% after 5 years. Employees with less than 5 days of employment are not eligible for vacation pay.
Manitoba	Two weeks for each year in which 95% of regular working hours are worked (not including 30 days sick leave) during the first 4 years of working for the same employer; 3 weeks after 5 years where employee has worked for the same employer at least 50% of the regular working hours in each of 4 years in the preceding 10 year period. Vacation pay is regular pay if entitled to vacation, otherwise 4% of wages received for regular working hours if worked less than 5 years; 6% after 5 years.
New Brunswick	Lesser of one day for each calendar month during the vacation pay year in which the employee works at least 19 days or two weeks. Vacation pay is 4% of annual earnings. Provisions do not apply to workers working less than 24 hours/week.
Newfoundland	Two weeks for years in which 90% of normal working hours are worked for 12 continuous months for the same employer. Vacation pay is 4% of annual wages. Employees with less than 5 days of employment are not eligible for vacation.
Nova Scotia	Two weeks for years in which 90% of regular working hours during 12 continuous months are worked for the same employer. Vacation pay is 4% of annual wages.
Ontario	Two weeks upon completion of each 12 months of employment. Vacation pay is 4% of annual wages.
Prince Edward Island	Two weeks for year in which 90% of the regular working hours during 12 continuous months are worked for the same employer. Vacation pay is 4% of annual wages.

Table 16 (continued)

Jurisdiction	Provision
Quebec	One day for each month worked, up to two weeks if less than one year of service; 2 weeks after one year of continuous employment with the same employer; 3 weeks after 10 years of continuous service with the same employer. Vacation pay is 4% of gross annual wages, 6% after 10 years.
Saskatchewan	Three weeks after one year of employment with the same employer. 4 weeks after 10 years. Vacation entitlement may be determined by "accumulated years of employment" which include any year of employment accumulated in consecutive periods that are separated by not more than 182 days. Vacation pay is 3/52 of annual wages; 4/52 after 10 years.
Northwest Territories	Two weeks after one year of employment; 3 weeks after 5 years whether or not that period of employment was continuous or accumulated within the past 10 years. Vacation pay is 4% of annual earnings, 6% after 6 years.
Yukon Territory	Two weeks after one year of employment. Vacation pay is 4% of annual wages. Employees with less than 10 days of continuous employment with the same employer are not entitled to vacation pay.

Source: *The Current Industrial Relations Scene in Canada 1987* (Kingston: Industrial Relations Centre, Queen's University, 1987), pp. 298-299. CCH Canadian Limited, *Labour Law Reporter*.

working 3 days a week would not be eligible; a part-time employee working 24 hours per week on three eight-hour days might not receive a statutory holiday while one who worked 20 hours a week on five four-hour days would receive the holiday, even if with only four hours' pay (Canada, Labour Canada 1984, 7). Saskatchewan is the only jurisdiction in which there is no minimum period of employment required in order to qualify for a statutory holiday.

Most people affected by minimum wage legislation are young workers who make up the second largest group of part-time workers. As shown in Table 15, in Alberta, British Columbia, Manitoba, Nova Scotia, and Prince Edward Island, persons under 18 years of age receive lower minimum wage rates; in Ontario, lower rates apply to students under age 18 and in Alberta, students under 18 years of age earn even less than other workers under 18. In Newfoundland, minimum wages are lower for domestics and in Saskatchewan, the Minimum Wage Board, subject to approval of the Lieutenant Governor in Council, may

TABLE 17
STATUTORY HOLIDAYS IN CANADA

Jurisdiction	Provision
Federal	Employee must have worked during the first 30 days of his/her employment and must have worked at least 15 out of 30 days immediately preceding the holiday to be entitled to holiday pay. If employee works on holiday, he/she is entitled to 1-½ times the regular rate plus regular pay.
Alberta	Employee must have worked 30 days during the preceding 12 months and have worked regular days before and after the holiday. Holiday pay is 1-½ times hourly wage plus average daily wage if holiday is on a regular working day.
British Columbia	Employee must have worked 30 days and 15 of the last 30 calendar days before a holiday. Holiday pay is 1-½ times the regular wage for the first 11 hours and double the regular wage beyond 11 hours, plus a day off with pay if employee works on a holiday.
Manitoba	Employee must have earned wages for part of all of each day of at least 15 of the 30 calendar days immediately before the holiday, and must work regular days before and after the holiday. Holiday pay is time and one-half, plus regular daily wage for work on a holiday.
New Brunswick	Employee must have worked 90 days in the previous 12 calendar months immediately before the holiday, 15 days during the 30 calendar days immediately before the holiday and regularly scheduled days before and after. Holiday pay is time and one-half, plus regular daily wage.
Newfoundland	Employee must have worked 30 days, 15 of the last 30 days immediately before the holiday and regular working days before and after the holiday. Holiday pay is double time or substitute day plus regular daily wage (employees choice; employee must consent to work).
Nova Scotia	Employee must have worked 15 of the 30 calendar days immediately before the holiday and regular days before and after. Holiday pay is time and one-half, plus regular daily wage.
Ontario	Employee must have worked three months, 12 days in the last 4 weeks and regular days before and after the holiday. Holiday pay is time and one-half, plus regular daily wage.
Prince Edward Island	No provision for pay on unworked holidays.
Quebec	Employee must have 60 days of continuous employment, work regular days before and after the holiday and work 10 days between June 1 and June 23 for St. Jean-Baptiste Day. Holiday pay is regular pay and either holiday indemnity of average daily wage over preceding 2 weeks or substitute day within next 3 weeks.

Table 17 (continued)

Jurisdiction	Provision
Saskatchewan	No length of service requirements specified. Holiday pay is time and one-half, plus regular daily wage.
Northwest Territories	Employee must have worked 30 days in the preceding 12 months and regular days before and after the holiday. Holiday pay is time and one-half, plus regular daily wage.
Yukon Territory	Employee must have worked 30 days in the preceding 12 months and regular days before and after the holiday. Holiday pay is 1-½ times regular rate plus regular wages.

Source: *The Current Industrial Relations Scene in Canada 1987* (Kingston: Industrial Relations Centre, Queen's University, 1987), pp. 301-303. CCH, Canadian Ltd., *Labour Law Reporter*.

determine which employees in any class of employment are part-time employees, fix the minimum wage that shall be paid to part-time employees in any class of employment and limit the number or proportion of employees in any establishment who may be paid as part-time employees. (*Saskatchewan Labour Standards Act*, R.S.S. 1978, c.L-1 as am., s. 15(1)(b))

All jurisdictions except the Northwest Territories provide for maternity leave in employment standards legislation. In general, a pregnant employee who has worked for 12 consecutive months is entitled to an unpaid maternity leave of 17 or 18 weeks, depending on the jurisdiction; while on leave she is still considered an employee and at the end of the leave the employer is required to reinstate her to her previous position or a comparable one. Part-time employees, especially casual and seasonal workers, are adversely affected by the minimum period of continuous employment requirements of maternity leave legislation in all jurisdictions except British Columbia and New Brunswick where there are no such qualifications and in the Northwest Territories where there are no such leave provisions in the employment standards legislation. One year's employment is the general requirement but a significant proportion of part-time employees (45 percent) are employed for less than one year.

Minimum employment periods are also a feature of provisions relating to notice of individual termination of employment. Notice of individual termination of employment is required in all jurisdictions except New Brunswick and the Northwest Territories, and ranges from one week to eight weeks, depending on the jurisdiction, after a certain length of service. Generally speaking, the length of advance notice is also related to the employee's years of service which means casual and seasonal employees may be more affected than permanent, regular part-time employees. Moreover, several jurisdictions specifically exclude employees who are casual, seasonal or hired for a definite term or task from the advance notice provisions.

The Labour Canada survey of part-time employment in federally regulated industries reported that less than one-half of the companies provided severance pay for permanent part-time employees while 75 percent did so for full-time employees. Only one-quarter of the companies provided severance pay for seasonal workers and 17 percent for temporary/casual workers.

TABLE 18
MATERNITY LEAVE IN CANADA

Jurisdiction	Period of Employment Required
Federal	Employee must have completed 6 consecutive months of continuous employment.
Alberta	Employee must have worked for an employer for at least 12 months.
British Columbia	No qualifying period specified.
Manitoba	Employee must have completed 12 consecutive months of employment.
New Brunswick	No qualifying period specified.
Newfoundland	Employee must have worked for the same employer for 12 continuous months before the estimated date of birth.
Nova Scotia	Employee must have worked for the employer for one year or more.
Ontario	Employee must have worked for her employer for at least 12 months, and 11 weeks immediately before the estimated date of delivery.
Prince Edward Island	Employee must have worked for the same employer for 12 continuous months.
Quebec	Employee must have completed 20 weeks of service for the same employer in the 12 months immediately before the date of the leave.
Saskatchewan	Employee must have worked for at least 12 continuous months.
Northwest Territories	No maternity leave legislation.
Yukon Territory	Employee must have completed 12 months of continuous employment.

Source: *The Current Industrial Relations Scene in Canada 1987* (Kingston: Industrial Relations Centre, Queen's University, 1987), p. 313.

TABLE 19
NOTICE OF INDIVIDUAL TERMINATION OF EMPLOYMENT IN CANADA

Jurisdiction	Provision[1]
Federal	Employee must have completed 3 or more continuous months of work.
Alberta	If an employee has worked more than 3 months but less than 2 years, entitled to 7 days of notice; if employee has 2 or more years of service, entitled to 14 days notice. Separate employment periods with the same employer are considered to be one continuous period if not more than 3 months has elapsed between each period. Termination notice or payment in lieu of notice is not required where employee was hired for definite term or task for not more than 12 months; or where the work is seasonal; or if employment is in construction.
British Columbia	If an employee has completed 6 consecutive months of employment, entitled to 2 weeks notice; 3 weeks notice after 3 consecutive years of work; and an additional weeks' notice for each subsequent year of work up to a maximum of 8 weeks notice.
Manitoba	Not applicable.
New Brunswick	If an employee has completed 6 months of continuous employment, entitled to 2 weeks notice; 4 weeks after 5 years continuous employment. Notice requirements do not apply to employee hired for definite assignment over a period of less than 12 months or hired for fixed term of employment, or to an employee terminated because of normal seasonal reduction; or to an employee in construction.
Newfoundland	If an employee has worked continuously for more than 1 month, 1 week notice is required; 2 weeks after 2 years or more continuous employment. "Continuously employed" also includes seasonal workers employed for two or more consecutive seasons for at least 5 months in each season. Notice requirements do not apply if the employee was hired for a non-renewable term or specific task that does not exceed 12 months; or is in the construction industry.
Nova Scotia	If an employee has worked for the employer for 3 months or more, 1 week notice is required; 2 weeks after 2 years; 4 weeks after 5 years; 8 weeks after 10 years or more. Notice requirements do not apply if the employee was employed for a definite term or task for a period not exceeding 12 months; or is employed in the construction industry.

Table 19 (continued)

Jurisdiction	Provision[1]
Ontario	If an employee has worked for the employer for 3 months or more, 1 week notice is required; 2 weeks after 2 years, 4 weeks after 5 years; 8 weeks after 10 years or more. Notice requirements are not applicable if a person was employed for a definite term or task.
Prince Edward Island	If an employee has been employed for more than 3 months, one week notice is required. Persons employed in the construction industry, in a tourist establishment operating less than 6 months a year, or students employed between May 1 and Oct. 1 in any year are excluded from these provisions.
Quebec	If an employee's service with the same employer has been uninterrupted: 1 week notice if employed 3 months or more; 2 weeks after 1 year; 4 weeks after 5 years; 8 weeks after 10 years or more. Notice requirements do not apply where a contract is for a fixed term or for a specific undertaking.
Saskatchewan	If an employee has been employed by an employer for at least 3 continuous months, 1 week notice is required; 2 weeks after 1 year; 4 weeks after 5 years; 8 weeks after 10 years or more.
Northwest Territories	No notice provisions.
Yukon Territory	If an employee has been employed for 6 months, 1 week notice is required. Notice requirements do not apply to the construction industry, seasonal operations.

Source: CCH Canadian Ltd., *Labour Law Reporter*.

1 Only those exclusions that might affect part-time employees have been noted. For other exclusions from notice provisions refer to the source or relevant legislation.

Social Security Benefits

Part-time workers are not specifically excluded from such legally required social security arrangements as unemployment insurance, workers compensation and the Canada/Quebec Pension Plan. However, they may fail to meet certain criteria for qualifying for the benefits available under such programs. For example, to qualify for unemployment insurance benefits an employee has to earn at least 20 percent of the earnings ceiling ($99 per week in 1986) or work 15 or more hours per week for the same employer. Therefore, an employee working only 10 hours per week would have to be earning $9.90 an hour in order to receive unemployment insurance benefits. It is also possible that someone who was fired, laid off or quit a full-time job but was not able or prepared to work full-time would not qualify for unemployment insurance benefits because he/she was not considered "available for work" although he/she may be available for part-time work.

The unemployment insurance, Canada Pension and workers compensation plans all require employers to contribute a percentage of each employee's earnings up to a maximum ceiling level. These ceiling levels are not prorated which increases the costs of such benefits for part-time workers. Under the Canada Pension Plan, the first $2,500 of annual 1987 earnings are exempt from contributions so part-time workers earning less than this are not eligible for pension benefits.

Employer-Sponsored Benefits

Part-time employees are often treated less than equally with respect to company employee benefits. In a survey of 221 non-union companies employing regularly scheduled part-time employees, Hewitt Associates found that the extension of benefits to part-time employees was related to the number of hours worked per week (Hewitt Associates 1985). The availability of benefits decreased as the number of hours worked per week declined; those part-time employees working less than 20 hours per week received the fewest benefits. As Table 20 shows, paid vacation is the benefit most often extended to part-time employees followed by life insurance and supplemental medical coverage; savings plans and registered retirement savings plans were least frequently offered, but this practice was consistent with the treatment of full-time employees. Of those plans generally offered to full-time employees, long-term disability coverage was least frequently available to part-time employees followed by pension plans. Pension benefits were offered to full-time employees at almost all the companies surveyed while 49 percent of the companies offered pension benefits to part-time employees working 30 or more hours per week; only 18 percent of the companies made pension benefits available to part-time employees working less than 20 hours per week.

TABLE 20
BENEFIT COVERAGE OF PART-TIME AND FULL-TIME EMPLOYEES IN CANADA, 1985
Percentage of Survey Companies Providing Each Benefit

	Full-Time Non-union Employees	Part-Time Non-union Employees		
		30 or more hours/wk	20-29 hours/wk	Less than 20 hours/wk
Supplemental Medical Benefits (employees own coverage)				
Fully paid by company	69	35	26	9
Partially company subsidized	25	23	20	9
Fully paid by employee	2	2	3	4
Not available	4	40	51	78

Table 20 (continued)

	Full-Time Non-union Employees	Part-Time Non-union Employees		
		30 or more hours/wk	20-29 hours/wk	Less than 20 hours/wk
Supplemental Medical Benefits (dependent coverage)				
Fully paid by company	66	33	23	7
Partially company subsidized	28	23	20	9
Fully paid by employee	2	2	3	3
Not available	4	42	54	81
Provincial Medicare Premium[1] (employee's own coverage)				
Fully paid by company	56	24	19	7
Partially company subsidized	35	29	25	12
Fully paid by employee	9	47	56	81
Provincial Medicare Premium[1] (dependent coverage)				
Fully paid by company	55	23	17	6
Partially company subsidized	35	29	25	12
Fully paid by employee	10	48	58	82
Dental Benefits (employee's own coverage)				
Fully paid by company	65	32	25	8
Partially company subsidized	29	20	18	8
Fully paid by employee	1	1	2	2
Not available	5	47	55	82
Dental Benefits (dependent coverage)				
Fully paid by company	62	28	20	6
Partially company subsidized	32	23	21	8
Fully paid by employee	1	1	2	2
Not available	5	48	57	84
Life Insurance				
Fully paid by company	59	37	29	12
Partially company subsidized	37	22	18	7
Fully paid by employee	3	4	3	3
Not available	1	37	50	78
AD&D				
Fully paid by company	51	29	23	7
Partially company subsidized	19	12	9	4
Fully paid by employee	15	11	9	5
Not available	15	48	59	84

Table 20 (continued)

	Full-Time Non-union Employees	Part-Time Non-union Employees		
		30 or more hours/wk	20-29 hours/wk	Less than 20 hours/wk
Paid Sick Leave[2]				
Available	72	43	35	22
Not available	28	57	65	78
Short-term Disability Benefits[3]				
Fully paid by company	78	43	35	16
Partially company subsidized	8	8	5	3
Fully paid by employee	1	1	1	-
Not available	13	48	59	81
Long-term Disability Benefits				
Fully paid by company	47	19	17	6
Partially company subsidized	20	13	8	3
Fully paid by employee	28	16	9	3
Not available	5	52	66	88
Pension Plans				
Fully paid by company	39	19	16	6
Partially company subsidized	55	30	19	12
Not available	6	51	65	82
Capital Accumulation Plans				
Fully paid by company	3	2	1	<1
Partially company subsidized	19	10	8	3
Not available	78	88	91	97
Group Registered Retirement Savings Plans				
Fully paid by company				
Partially company subsidized				
Fully paid by employee	19	13	12	8
Not available	81	87	88	92
Paid Vacation				
Available	99	81	77	64
Not available	1	19	23	36

Source: Hewitt Associates, *Benefits for Canadian Part-Time Employees* (Toronto, 1985).

1 For employees in Ontario, Alberta, and British Columbia.

2 Based on number of days accrued.

3 Other than unemployment insurance benefits.

A survey of benefit coverage for regular, continuing part-time employees conducted by the federal government's Pay Research Bureau in 1986 also shows significant differences in the provision of overtime premiums, holidays, vacations, pensions and medical plans as well as substantial variation between managerial/professional, office and non-office groups (see Table 21).

The study of federally regulated industries by Labour Canada in 1985 revealed differential treatment in the provision of benefits between full-time and part-time employees. Whereas over 95 percent of all full-time employees were covered by six major benefits – short- and long-term disability, life insurance, extended health care, dental and pension benefits – coverage of part-time employees varied significantly. Short-term disability was the most common benefit, covering 62 percent of part-time employees; extended health care and dental plans covered about 40 percent of part-time workers; long-term disability and life insurance covered about 30 percent, and pensions only 18 percent. Moreover, benefit coverage varied among the different categories of part-time workers. Between 50 and 95 percent of *permanent* part-time employees were covered by each of these benefits except pension benefits (27 percent coverage); 20 percent of *seasonal* employees were covered by eavh benefit except short-term disability (50 percent coverage); most *temporary* or *casual* workers received no benefits (25 percent had short-term disability coverage). The pension plan coverage of part-time and employees is also shown in Table 22.

When benefits are extended to part-time employees, they can be offered on the same basis as for full-time employees, on a prorated basis, or as cash in lieu of benefits. The Hewitt Associates survey found that when benefits are extended to part-time employees most companies offer them on the same basis as they are offered to full-time employees. However, the Pay Research Bureau's survey showed that when part-time employees are excluded from employee benefit coverage, the majority do not receive any cash payment in lieu of benefits.

Cash in lieu of benefits is a practice in the Ontario hospital sector where part-time employees receive 14 percent of their straight-time wages in lieu of employee benefits. It has been argued that cash does not fully compensate for the loss of benefits and workers often do not use the payments to purchase comparable benefits (Canada, Commission of Inquiry into Part-time Work 1983, 159).

Unionization of Part-Time Employees

There are substantive differences in the degree of unionization between part-time and full-time employees. According to a 1984 "Survey of Union Membership" conducted by Statistics Canada, 19 percent of part-time workers and 41 percent of full-time workers were unionized (see Table 23). Forty-four percent of men and 36 percent of women employed full-time were unionized. This pat-

tern is reversed in part-time employment, where 21 percent of women and 14 percent of men were unionized.

TABLE 21
EMPLOYEE BENEFITS AND CONDITIONS OF EMPLOYMENT FOR PART-TIME EMPLOYEES IN CANADA, JANUARY 1986

	Management/ Professional Employees	Office Employees	Non-Office Employees
		Actual Number	
Prevalence			
Number of Establishments	34	86	44
Number of Continuing Part-Time Employees	3,560	6,556	10,354
		Percent of Employees Covered	
Hours per Week			
10 or Less	0.0	0.0	0.1
14 to 16	4.7	21.5	3.1
17 to 24	8.2	19.1	40.5
25 to 33	0.2	3.3	4.4
Variable	86.9	56.1	51.9
Benefit Coverage			
Life, health and Sickness Plans			
Same as for full-time employees	61.8	34.5	31.8
Different	19.7	54.3	52.3
No coverage	18.5	11.2	15.9
Pensions			
Same as for full-time employees	38.1	41.7	19.3
Different	11.6	6.1	1.5
No coverage	40.2	47.8	75.5
Other	10.1	4.4	3.7
Overtime Premiums			
Paid after part-time hours worked	0.4	3.1	15.6
Paid after full-time hours worked	79.6	93.9	76.1
Time off in lieu only	0.1	0.0	0.0
No provision	8.1	0.1	0.4
N/A, no overtime worked	11.8	2.9	7.9
Cash in Lieu of Insured Benefits For Which Part-time Employees Are Not Eligible			
Paid	23.5	3.3	8.1
Not paid	76.5	96.7	91.9

Source: Canada, Pay Research Bureau, *Employee Benefits and Working Conditions Canada*.
Note: Continuing part-time employees are regular staff members whose hours of work are shorter than the establishment's normal working hours. Seasonal or casual employees are excluded.

TABLE 22
PRIVATE PENSION COVERAGE OF PART-TIME AND FULL-TIME PAID WORKERS IN CANADA BY INDUSTRY, 1984

Industry	Pension Plan Members as % of Paid Workers	
	Part-Time	Full-Time
All Industries	10.4	54.3
Goods-producing	5.9	52.7
Agriculture	-	
Forestry, fishing, trapping	-	40.4
Mining	-	66.7
Manufacturing	11.1	55.7
Construction	-	40.3
Service-producing	10.7	55.1
Transportation, etc.	13.0	75.0
Trade	5.8	31.3
Finance, etc.	12.9	60.2
Community, business & personal service	12.8	50.4
Public administration	16.1	85.5

Source: Labour Canada *Women in the Labour Force*, 1985-86.

Note: (-) indicates sample inadequate for reliable estimate. Private pension plan does not include Canada Pension Plan, Quebec Pension Plan, deferred sharing plans or personal savings plans for retirement. Part-time employment consists of all persons who work less than 30 hours per week; full-time employment consists of all persons who work 30 hours or more per week and those who usually work less than 30 hours but consider themselves to be employed full-time.

By industry, part-time workers in transportation, communication, services (particularly health and education) and public administration were most likely to be unionized. part-time workers were least likely to belong to unions if they worked in manufacturing, trade, finance and construction. By occupation, the highest degree of unionization among part-time workers was in teaching and medicine and health, particularly nursing (see Table 24). Several reasons have been suggested for the lower levels of unionization among part-time workers. Most part-time employment is in the clerical, sales and services sectors where unionization is low. Almost three-quarters of all part-time employees are women, who tend to be less unionized. part-time workers are perceived as having lower job commitment, higher turnover, irregular hours and are therefore viewed as being more difficult to organize. It has also been suggested that collective bargaining legislation and various labour relations board practices have impeded union organizing efforts, limited bargaining power and resulted in the fragmentation of workers in the same employment.

TABLE 23
PERCENT OF EMPLOYED PAID WORKERS UNIONIZED IN CANADA BY EMPLOYMENT STATUS, SEX, AND INDUSTRY, DECEMBER 1984

Industry	All Paid Workers			Full-Time Paid Workers			Part-Time Paid Workers		
	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females
Total	37.2	41.5	31.9	40.9	44.2	35.8	18.8	13.6	20.9
Agriculture	2.3	3.0	1.2	2.6	3.2	1.5	1.5	2.5	0.6
Forestry	36.7	37.0	30.6	40.2	39.7	52.6			
Fishing	49.3	46.4	75.6	56.3	54.2	75.6			
Mining	32.8	46.0	9.5	32.9	36.7	9.8			
Metal mining	55.3	56.1	37.6	55.2	56.1	37.6			
Mineral fuel	19.2	23.9	4.0	19.5	23.9	4.1			
Non-metal mining	74.7	76.1	54.5	74.8	76.5	54.5	51.0	11.6	*
Quarries and sand pits	31.3	41.3		33.1	15.1				
Services incidental	2.7	2.6	2.8	2.6	2.6	3.0			
Manufacturing	45.0	49.6	32.9	46.2	50.4	34.5	10.5	13.4	7.7
Food and beverage	47.3	48.6	43.9	48.9	50.0	46.0	19.1	19.3	19.0
Tobacco	43.3	43.3	43.2	43.3	43.3	43.2			
Rubber and plastic	41.1	44.4	33.3	41.8	43.9	36.0	32.8	59.0	*
Leather	35.0	41.1	30.4	35.9	41.8	36.1			
Textile	54.1	52.7	55.6	56.2	53.6	59.3	49.9	**	19.8
Clothing	32.1	26.9	33.9	33.1	28.0	34.9			
Wood	52.2	54.7	29.6	51.9	55.1	28.9	32.9	29.1	49.1
Furniture, etc.	41.6	16.1	37.4	43.9	44.0	43.2			
Paper and allied	73.1	76.8	48.1	73.3	76.9	84.9	50.9	56.0	40.1

Table 23 (continued)

Industry	All Paid Workers			Full-Time Paid Workers			Part-Time Paid Workers		
	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females
Printing, publishing	26.1	34.0	14.8	28.6	36.4	16.3	5.9	4.5	6.8
Primary metals	56.3	60.5	13.4	56.8	60.8	14.0			
Metal fabricating	40.7	43.0	29.9	41.4	43.5	31.0			
Machinery industries	36.5	38.1	27.1	36.7	38.2	27.3			
Transportation equipment	67.3	70.1	54.1	67.7	70.2	55.6	24.2	56.3	*
Electrical	33.3	31.5	36.8	34.2	31.9	38.4			
Non-metallic minerals	47.4	53.6	17.1	49.4	55.0	19.0			
Petroleum and coal	21.2	33.3	*	22.1	34.9	*			
Chemical	27.5	31.7	14.9	27.7	32.2	15.7			
Miscellaneous	27.6	31.0	22.3	29.0	33.0	23.0	2.2	**	6.4
Construction	38.9	42.7	5.3	41.4	44.1	7.2	7.3	12.2	*
General contractors	36.0	40.2	0.9	37.7	41.2	1.2	1.9	4.1	*
Special contractors	41.4	45.2	6.5	44.2	47.0	9.1	9.9	14.9	*
Incidental services	17.2		100.0	17.2		100.0			
Transportation, etc.	60.0	61.4	55.4	61.6	62.8	57.5	38.8	28.8	45.7
Transportation	54.9	58.8	34.7	57.6	60.7	36.9	25.8	22.5	28.9
Storage	33.1	33.5	21.6	31.0	31.3	21.6	76.7	76.7	*
Communication	67.7	65.8	70.3	60.3	66.7	70.9	60.7	43.7	67.0
Utilities	64.1	67.4	46.4	64.5	67.6	47.4	15.0	**	20.6
Trade	12.5	15.9	8.9	13.6	16.5	9.2	9.7	12.4	8.5
Wholesale	12.7	15.3	5.9	13.3	15.8	6.3	4.6	6.2	3.3
Retail	12.4	16.1	9.4	13.8	17.0	37.9	10.0	13.1	8.8

Finance, Insurance and Real Estate	9.2	10.9	8.3	9.7	11.1	8.9	5.6	9.0	4.8
Finance	6.0	2.9	7.1	6.1	3.0	7.3	5.6	**	5.8
Insurance carriers	14.3	16.9	12.4	14.8	17.4	12.9	2.7	**	3.7
Insurance agencies and real estate	11.5	15.4	7.7	13.0	16.2	9.4	6.0	10.7	3.6
Services	38.1	36.6	38.9	42.5	41.5	43.1	25.3	14.2	29.0
Education and related	70.0	70.0	70.1	76.4	74.5	78.3	42.8	29.4	47.0
Health and welfare	55.6	52.3	56.3	56.6	52.4	58.0	52.1	51.5	52.1
Religious	2.4	2.7	2.0	3.1	2.8	3.6	0.8	2.3	0.5
Amusement and recreation	12.8	19.0	5.9	19.2	26.4	8.5	5.2	7.3	3.6
Business management	6.2	9.9	2.8	6.4	9.9	3.0	4.7	10.1	1.5
Personal	7.8	23.9	4.3	10.5	30.1	5.8	0.4	**	0.4
Accommodation and food	10.0	11.4	9.1	12.7	14.7	11.5	6.1	6.8	5.7
Miscellaneous	12.9	14.8	10.7	14.8	16.7	12.1	7.1	5.7	7.9
Public Administration	66.6	67.8	64.8	70.4	70.3	70.6	22.8	12.4	27.9
Federal	67.9	66.1	70.6	71.3	68.9	74.7	18.9	11.3	25.3
Provincial	68.4	55.7	70.3	69.6	67.3	72.6	49.3	**	53.4
Local	63.4	70.3	48.6	70.5	74.4	60.4	12.2	14.4	10.8

Source: Statistics Canada, unpublished data from the Survey of Union Membership, a supplement to the Labour Force Survey, December 1984.

* No female union members.

** No male union members.

TABLE 24
PERCENT OF EMPLOYED PAID WORKERS UNIONIZED IN CANADA BY EMPLOYMENT STATUS, SEX, AND OCCUPATION, DECEMBER 1984

	All Paid Workers			Full-Time Paid Workers			Part-Time Paid Workers		
Industry	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females
Total	37.2	41.5	31.9	40.9	44.2	35.8	18.8	13.6	20.9
Managerial and Related	18.6	19.6	16.7	18.8	19.7	16.8	14.4	10.7	15.7
Government administration	66.3	66.4	66.1	68.3	69.2	65.7	31.2	11.4	72.2
Other managers	12.4	13.7	9.5	12.5	13.7	9.6	8.6	12.2	7.4
Related to management	22.8	23.6	21.9	23.0	23.7	22.0	18.9	**	20.5
Natural Science, Engineering and Mathematics	32.2	31.5	35.7	32.5	30.3	37.0	5.9	8.3	0.0
Physical and life sciences	44.5	44.3	45.4	45.5	45.2	46.6	***	**	*
Mathematics, statistics and related	27.0	21.3	41.2	26.9	21.2	41.2	29.3	29.3	1
Architects and engineers	24.7	24.8	24.4	24.8	24.8	25.2	**	*	
Other architects/engineers	37.6	41.1	18.2	38.2	41.6	18.8	***	**	*
Social Science and Related	46.2	34.9	54.3	48.1	37.4	56.3	30.6	**	41.4
Religion	1.6	1.6	1.7	1.5	1.6	*	2.0	**	2.9
Teaching and Related	74.1	74.6	73.7	80.6	78.3	82.9	45.8	35.3	48.5
University	50.7	49.1	54.3	59.6	55.4	77.3	26.9	19.0	33.3
Elementary/secondary school	82.3	89.4	78.0	87.3	90.3	85.0	56.0	63.8	55.3
Other teaching	63.4	62.4	64.3	70.5	66.2	75.4	37.0	35.7	37.6

Medicine and Health	63.9	61.3	64.4	65.5	62.2	66.3	59.2	43.7	59.7
Diagnosing and treating	36.1	39.2	31.4	35.4	39.2	27.7	43.6	**	43.6
Nursing, therapy and related	73.3	85.4	71.8	77.2	86.4	75.6	63.8	69.7	63.7
Other medicine and health	39.3	38.4	39.6	40.1	40.4	40.0	35.5	10.9	38.1
Artistic and Recreational	22.0	26.2	16.3	27.7	31.7	21.8	7.1	10.0	3.7
Clerical and Related	30.2	45.5	26.1	33.8	49.2	29.1	16.8	21.9	16.9
Stenographic and typing	26.4	29.6	26.4	27.7	33.0	27.6	18.1	**	18.3
Bookkeeping and related	17.1	32.3	15.4	19.4	38.8	17.1	12.8	16.8	12.4
Office machine and electronic data processing	24.9	25.8	24.5	26.2	27.7	25.7	7.6	**	10.2
Material recording, etc.	40.6	42.4	33.6	43.6	45.0	37.4	16.2	13.9	19.6
Reception, mail, etc.	42.9	64.8	34.6	48.5	70.8	38.3	24.6	25.2	24.5
Library file, correspondence, Other	43.3	53.6	39.8	48.0	55.8	44.9	22.9	22.7	22.8
Sales	9.0	12.8	5.7	10.9	13.7	7.3	5.0	8.5	3.8
Commodity sales	7.8	10.8	5.5	9.5	11.6	7.1	4.9	7.8	3.9
Services and other sales	15.2	20.7	7.3	16.0	20.6	8.5	6.9	20.9	*
Service	28.5	36.0	26.6	36.4	45.0	27.4	12.3	10.4	13.4
Protective service	50.0	50.5	46.1	56.0	55.5	60.7	10.5	10.8	9.6
Food and beverage service	20.7	21.3	20.4	26.2	27.6	25.6	12.0	10.0	12.8
Personal service	21.1	37.4	18.1	23.7	42.0	19.8	15.3	22.8	14.2
Other services	32.6	34.9	27.7	43.8	45.8	38.4	11.6	9.4	14.8
Farming, Horticulture, etc.	10.6	13.3	3.3	13.0	15.3	5.4	3.4	5.7	*
Other farming and related	11.2	14.4	3.3	14.0	16.7	5.4	3.5	5.9	*
Fishing, Trapping and Related	42.4	42.8	*	50.0	50.9	*	***	**	*
Forestry and Logging	41.8	41.3	91.5	44.2	43.7	91.5	***	**	*

Table 24 (continued)

Industry	All Paid Workers			Full-Time Paid Workers			Part-Time Paid Workers		
	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females
Mining, Quarrying, Oil and Gass	41.4	40.6	100.0	41.4	40.6	100.0	1	1	1
Processing Occupations	58.3	60.4	49.0	59.5	61.4	50.9	24.9	17.6	32.2
Food, beverage and related	49.8	49.8	49.7	52.2	51.9	52.9	22.1	12.7	30.7
Other processing	63.4	65.7	48.0	63.8	66.0	48.4	36.0	33.6	39.6
Machining and Related	55.9	56.3	52.0	56.4	56.8	52.7	16.0	18.8	*
Metal shaping and forming	56.0	56.7	49.5	56.0	56.7	50.0	52.4	60.3	*
Other machining	55.7	55.8	55.3	56.9	56.8	58.3	***	**	*
Product Fabricating, Assembling and Repairing	46.0	47.5	40.8	47.1	48.5	42.3	10.8	13.4	4.1
Metal products, n.e.c.	64.4	65.9	57.8	64.3	65.8	57.8	78.0	78.0	-
Electrical and electronic	53.0	52.9	53.5	54.8	55.1	54.0	***	**	*
Textile, fur and leather	34.0	39.5	32.6	35.6	40.8	34.3	***	**	*
Wood products, rubber, plastic and related	42.3	42.5	41.7	43.2	43.3	42.8	22.8	24.2	18.8
Mechanics and repairers	42.8	43.0	29.2	43.8	43.9	32.3	11.3	11.9	*
Construction Trades	56.9	57.0	46.7	58.6	58.6	51.8	10.6	10.9	0.0
Excavating,grading, paving	63.4	63.4	61.8	64.7	64.7	100.0	4.8	5.0	*
Power, lighting, etc.	70.7	70.7	73.0	70.9	70.9	73.0	58.9	58.9	1
Other	51.2	51.3	36.2	53.3	53.4	40.8	6.3	6.4	*
Transport Equipment Operators	45.3	47.0	25.5	48.0	49.3	24.1	21.1	17.9	27.3
Motor	40.0	41.6	25.0	42.5	43.7	23.6	21.6	18.8	26.8

Other	71.7	72.5	36.3	73.1	73.9	31.3	7.0	**	100.0
Materials Handling and Related	49.0	49.2	48.4	57.1	57.6	55.5	19.0	20.8	10.4
Other Crafts and Equipment Operators	53.4	57.3	34.9	55.8	58.5	41.5	12.2	24.3	*

Source: Statistics Canada, unpublished data from the Survey of Union Membership, a supplement to the Labour Force Survey, December 1984.

* No female union members.
** No male union members.
*** No union members.
\- No part-time workers.

Although collective bargaining legislation generally covers part-time employees, certain groups of part-time workers, notably civil servants and casual workers, are denied bargaining rights in some jurisdictions. For example, the Ontario Crown Employees Collective Bargaining Act which applies to provincial civil service and crown employees does not cover those part-time workers who do not work on a regular, continuing basis. Under the Public Service Staff Relations Act, covering civil servants in the federal jurisdiction, and under the New Brunswick Public Service Labour Relations Act, all part-time employees are excluded from coverage (*Public Service Staff Relations Act*, R.S.C. 1970, c. P-35 as am., s. 1(d); *Ontario Public Service Act*, R.S.O. 1980, c. 108), s.1(1)(f)(vi)). All jurisdictions except Manitoba, Alberta, Prince Edward Island and Sasakatchewan specifically exclude civil service workers employed on a casual basis (England 1986, 20).

Although most part-time employees may be covered by collective bargaining legislation, labour board practices vary in the treatment of part-time employees. In Ontario, part-time employees and students employed for school vacation can be excluded from bargaining units of full-time employees at the time of certification if either the employer or the union or both parties request it (Arthurs, Carter and Glasbeek 1984). In Ontario and New Brunswick the policy of the labour relations boards has been to place part-time workers in separate bargaining units on the basis that the two groups do not share a community of interest. The Ontario Labour Relations Board defines part-time employees as those persons employed for less than 24 hours per week during four or more weeks in the seven-week period before the certification application (Sack and Levinson 1973, 71). A 1985 decision by the Ontario Board outlines its practice with respect to part-time employees:

> It is not the regularity of their employment or hours which is significant, but rather whether, when employed, they regularly work less than the 24-hour cutoff point which has traditionally distinguished 'full-time' and 'part-time' workers for collective bargaining purposes...The Board's normal practice in determining which employees are full-time and which are part-time, is to look to a period of seven weeks prior to the application as being a representative period in which to assess the number of hours worked. If during four or more of the seven weeks examined a person works more than 24 hours per week, he will ordinarily be treated as falling within a bargaining unit of full-time employees. Conversely, if during four or more of those weeks the individual works less than 24 hours per week, he will be treated as a "part-time" employee properly included in a part-time bargaining unit. (*Elizabeth Fry Society of Ottawa* (1985), 9 CLRBR (NS) 303 at 314; *Sydenham District Hospital*, [1967] OLRB Rep. 135; *Board of Education for the Borough of Scarborough*, [1980] OLRB Rep. 1713)

In other jurisdictions, part-time employees are included in the same unit as full-time employees provided they are "regularly employed and there is no manifest divergence of interest between the two groups" (England 1986, 13). In Saskatchewan, as a general rule, the labour board has not excluded small groups of part-time employees from larger all-employee units "when to do so would effectively deprive them of their right to organize and bargain collectively" (Canada Labour Views 1986, 4). The rule of the Canada Labour Relations Board is that regular part-time employees are included in the same bargaining unit as regular employees performing the same function; they are excluded if their inclusion limits the power of the regular employees to negotiate their working conditions. If including part-time employees would place regular employees in a minority position within the unit, the Board is likely to create two units to allow for the different communities of interest of the two groups (Foisy, Lavery and Martineau 1986, 94-95).

Casual workers, on the other hand, are included in the regular bargaining unit in most jurisdictions. In Ontario, the Board has "generally declined to distinguish between permanent and temporary (or casual) employees, and has generally included them in a common bargaining unit."[1] The Board has also stated that, with respect to limited contract employees,

> we are not persuaded that we should specifically exclude them from the bargaining unit. Not only is there no evidence that any such individuals currently exist, but it is by no means clear that should such persons be hired form time to time, they would have a markedly different community of interest from the other employees in the bargaining unit. And, of course, to exclude them merely further fragments the respondents small work force, since they too would be in a separate bargaining unit. (*Elizabeth Fry Society of Ottawa* (1985), 9 CLRBR (NS) 303 at 314)

In Quebec, this same practice of including casuals in the same bargaining unit with regular employees is followed unless there is a clear divergence of interest or the casuals are opposed to unionization and would prevent the regular employees from gaining recognition. The Canada Labour Relations Board's rule is that casual employees are excluded from the bargaining unit because they do not share the same community of interest as regular or part-time employees and their inclusion would permit the employer to hire casuals only and thus flood the unit. The Board has indicated that it will consider the following factors when determining whether to include casuals with regular employees: whether there is a danger that the unit of regular employees will be dominated by casuals; whether the casuals perform essentially the same work as regular employees; whether they maintain a continuous relationship with their employer, although the casuals work irregular hours; whether casuals have a community of interest

with regular employees; In dealing with an application for certification or review the Board is looking at whether the inclusion of casuals will affect the right of regulars to bargain collectively and at the wishes of the casuals (Foisy, Lavery and Martineau 1986, 96). The British Columbia Labour Relations Board has stated that

> there is no simple rule or formula with respect to the inclusion or exclusion of part-time, casual or temporary employees in a bargaining unit. It is necessary to examine the facts of each case to determine whether there is sufficient community of interest between regular, full-time employees and others to warrant the latter's inclusion in the same bargaining unit. Some important factors to consider are the relative permanence of employment, the proportion of such employees in the total work force and the nature and organization of the employer's business. (*Edoco Healey Technical Products Ltd.* (1980), 1 CLRBR (BCLRB) 571)

Notes

1 England (1986, 21) outlines the practices in several jurisdictions and cites the relevant labour board decisions.

V
Employer, Union and Employee Perspectives

Employer Perspective

From the employer's perspective, part-time employment offers flexibility in staffing and scheduling of work. Depending on the needs of the organization, part-time employment is used to staff continuous operations involving weekend and evening work, and seasonal activities, to handle peak loads, to meet contingent needs (e.g., sickness, vacation, maternity leaves), and to obtain specialized skills. Part-time work may increase productivity in some jobs, particularly where the jobs are routine and monotonous or where working conditions are poor. Productivity may also be higher because of more flexible work arrangements and fewer hours of work. The Commission of Inquiry into part-time Employment, based on findings from an employer survey, concluded that:

> employers utilize part-time workers because it makes good business and management sense to do so. The perspective that part-time work is a valid choice open to employees is not widely held and certainly not as significant a factor in determining part-time work patterns as are the work loads and staffing requirements of employers. (Canada, Commission of Inquiry into Part-Time Work 1983, 131)

Part-time employment may also represent definite labour cost savings to employers, in terms of lower salary and benefit costs. Part-time employees are paid lower hourly rates than full-time employees, experience longer rates of progression on the wage scale, and often receive fewer employee benefits than full-time employees. Part-time work may also reduce overtime and shift premiums. Between 1982 and 1984, while the overall cost of benefits increased only slightly, "the relative cost of overtime and holiday work has declined considerably with the growing trend towards part-time employment" (*Current Industrial Relations Scene 1985*, 408). It was announced earlier this year that Correctional Services Canada would be hiring part-time guards and that such a policy would "save $8 million in overtime costs each year across Canada; with this program, 57 percent of overtime costs will be absorbed by part-time correctional officers over three years" (Wang 1987, 17).

A recent study of the costs and effectiveness of using part-time firefighters in Canadian municipalities concluded that "fire departments that rely on part-time help are not disadvantaged in terms of effectiveness and are clearly less costly to municipal governments" (McDavid 1986, 377). Table 25 summarizes the fire service costs per capita among fire departments staffed with full-time or part-time firefighters and shows that fire services become less costly per capita as reliance on part-time firefighters increases. The costs included in the analysis were salaries, employee benefits, debt retirement, vehicle maintenance, fuel and lubricants, utilities and rent. The author also combined cost information with fire loss data to obtain a measure of cost-effectiveness (see Table 26) and found that "mixed fire departments, especially in communities between 10,000 and 50,000 residents (the majority of communities in the study) appear to combine economy and performance, making them less costly than full-time departments without sacrificing performance levels" (McDavid 1986, 384).

TABLE 25
FIRE SERVICE COSTS FOR ALTERNATIVE STAFFING ARRANGEMENTS BY POPULATION SIZE IN CANADA

	10,000 to 50,000		50,000 to 100,000		100,00 or more		Total	
Staffing Arrangement	Per Capita Cost	N	Per Capita Cost	N	Per Capita Cost	N	Per Capita Cost	N
Full-Time Fire Fighters Only	$44.01	15	$50.90	9	$48.15	15	$47.00	39
Mixed Staffing	34.51	38	44.09	4	31.87	3	35.18	45
Full-Time Fire Chiefs Only	9.59	10					9.59	10
Part-Time Chief and Fire Fighters	9.81	5					9.81	5
Overall Average	31.12	68	48.25	13	45.43	18	35.97	99

Source: James C. McDavid, "Part-time firefighters in Canadian municipalities: cost and effectiveness comparisons," *Canadian Public Administration* 29 (Fall 1986) :381.

Hiring part-time employees may also be more cost effective in terms of efficiency of human resource management by giving employers the flexibility to adjust their workforces to changing business conditions without increasing operating costs. During the 1981-1982 recession, employers faced with poor economic conditions and weak product demand laid off full-time employees

and made greater use of part-time employment. After the recession, weak market recovery, strong competitive pressures or uncertainty about the economy and business outlook may have strengthened employers' preferences for part-time work. Hewitt Associates in their survey of benefits for Canadian part-time employees reported that during the last five years almost one-half of the companies surveyed had increased the ratio of part-time to full-time employees, 50 percent reported no change and only 1 percent decreased the proportion of part-time to full-time employees (Hewitt Associates 1985, ii).

TABLE 26
CANADIAN FIRE DEPARTMENT COSTS PLUS FIRE LOSSES PER FIRE IN CANADA

	10,000 to 50,000		50,000 to 100,000		100,00 or more		Total	
Staffing Arrangement	Average	N	Average	N	Average	N	Average	N
Full-Time	$19,973	14	$15,235	9	$20,447	14	$19,000	37
Mixed	$12,447	38	$20,926	4	$17,531	3	$13,847	44
Full-Time Chief	$16,360	10					$16,360	10
All Part-Time	$12,936	3					$12,936	3
Overall Average	$14,922	64	$16,986	13	$19,930	17	$16,114	94

Source: James C. McDavid, "Part-time firefighters in Canadian municipalities: cost and effectiveness comparisons," *Canadian Public Administration* 29 (Fall 1986) :384.

While flexibility in work scheduling may be an important concern, the dominant business view appears to focus increasingly on the labour cost savings advantages of part-time employment. Employers have been adamant in their opposition to suggestions that part-time workers receive prorated benefits. Understandably, employee benefits represent an important component of total payroll costs. According to a survey conducted by Stevenson, Kellogg, Ernst and Whinney expenditures on employee benefits for full-time employees amounted to about 35 percent of payroll costs in 1986 (see Table 27). There is little data available on employee benefit expenditures for part-time employees. Information from Statistics Canada's 1972 Labour Cost Survey for the trade industry group, reported in a 1982 study by Frank Reid and Gerald S. Swartz, indicated that as a percentage of straight-time earnings part-time workers received less than one-half the expenditure on employee benefits of full-time employees (see Table 28). The authors pointed out that "since full-time workers have a higher wage, the proportionate difference would be even greater in terms of absolute amounts per hour" (Reid and Swartz 1982, 38).

TABLE 27
EMPLOYEE BENEFIT COSTS IN CANADA BY TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP, 1953-1986
Percentage of Gross Payroll

	1953	1961	1971	1984	1986
Total[1]	15.1	22.8	29.0	32.5	36.3
Paid Absence	5.9	11.6	14.6	14.9	15.2
Vacation	3.4	4.5	5.5	6.4	6.5
Holidays	2.4	2.8	3.5	3.8	3.7
Rest periods	n.a.	3.4	4.2	3.9	3.9
Bereavement, jury duty	n.a.	0.1	0.1	0.1	0.2
Other	0.1	0.8	1.2	0.8	0.8
Payments Required by Law	1.5	3.0	2.3	4.4	5.5
Unemployment insurance	0.8	0.8	0.6	2.1	2.3
Workmen's compensation	0.7	0.7	0.6	1.2	2.0
C/QPP[2]			1.1	1.2	1.3
Payments for Pension/Welfare and Related	5.5	7.2	9.8	10.5	15.5
Pension Plans	4.0	4.3	3.8	4.1	4.1
Welfare Plans	1.4	2.2	5.4	5.2	5.4
Other (e.g. severance)	0.1	0.7	0.6	1.1	1.5
Bonuses and Profit Sharing	1.7	1.3	1.3	1.7	3.1
Other Non-Cash Benefits	0.5	1.2	1.1	1.0	1.4
Manufacturing	14.3	23.4	29.6	33.8	35.5
Food, beverage, tobacco	18.0	27.2	33.0	35.2	39.3
Textile, footwear	13.7	18.5	24.6	31.7	26.0
Pulp, paper	12.4	20.8	27.5	37.9	36.0
Primary metals, fabrication	12.1	18.2	31.5	35.7	45.3
Petroleum, pipeline	19.0	25.9	26.7	37.1	38.6
Chemicals, allied	13.0	26.0	36.6	33.3	43.6
Others	13.6	23.5	27.6	34.0	29.9
Nonmanufacturing	17.5	26.5	28.4	31.3	37.0
Mining	n.a.	n.a.	n.a.	33.5	39.6
Construction	n.a.	n.a.	n.a.	26.8	39.1
Utilities	18.8	28.2	32.7	38.0	36.0
Transportation	11.4	23.8	25.8	32.5	39.7
Trade	16.5	20.6	n.a.	27.1	33.7
Finance, insurance	24.0	28.9	30.2	31.6	31.5
Hospitals	n.a.	n.a.	24.3	28.5	32.2
Education	n.a.	n.a.	n.a.	29.8	38.0
Government	n.a.	n.a.	n.a.	31.0	33.0
Municipalities	n.a.	n.a.	29.1	33.1	37.6
Other	9.9	n.a.	30.6	32.0	46.7

Source: Stevenson, Kellogg, Ernst & Whinney, *Employee Benefit Costs in Canada* (Toronto, biennial).

1 Excludes Old Age Security expenditures except in 1953 survey.

2 Costs for the Canada/Quebec Pension Plans were added for the first time in 1967.

TABLE 28
EXPENDITURE ON FRINGE BENEFITS FOR PART-TIME AND FULL-TIME EMPLOYEES IN CANADA, 1972 AND 1978

	Expenditure as a Percent of Straight-Time Earnings			
	Trade (1972)			All Industries, All Employees
Item	Part-Time	Full-Time	All Employees	(1978)
Straight-time Earnings	100.0	100.0	100.0	100.0
Commissions	0.0	0.0	0.0	2.1
Overtime	0.9	4.1	2.4	4.3
Shiftwork	0.0	0.2	0.1	0.4
Other Premium Pay	0.0	0.0	0.1	0.4
Holidays	0.4	3.7	3.4	4.8
Vacations	3.5	5.0	4.8	6.5
Sick & Personal Leave	0.0	1.0	0.8	1.6
Miscellaneous Direct Payments	0.4	1.8	3.3	2.5
Workers' Compensation Benefits	0.4	0.8	0.7	1.5
Unemployment Insurance	0.9	1.1	1.0	1.7
Canada Pension Plan	1.8	1.4	1.3	1.3
Private Pension Plans	0.0	1.3	1.6	4.5
Private Life & Health	0.0	1.2	0.9	2.1
Other Benefit Plans	0.0	0.1	0.2	0.3
Total Compensation	109.3	121.6	120.5	134.0

Source: Frank Reid and Gerald S. Swartz, *Prorating Fringe Benefits for Part-Time Employees in Canada* (Toronto: Centre for Industrial Relations, University of Toronto, July 1982), p. 38. The data is derived from Statistics Canada, *Labour Cost in Canada*, Trade, 1972 (Cat. no. 72-615), and Statistics Canada, *Employee Compensation in Canada*, All Industries, 1978 (Cat. no. 72-619), Table 1.

As shown in Table 29, the Labour Canada study of part-time employment in federally regulated industries found that the average cost to a company with a benefits package for full-time workers was 11.3 percent of full-time wages with pensions accounting for 6.1 percent of this cost. The actual cost of benefits as a percentage of full-time wages for all companies including those companies that provided no benefits was 10.0 percent. The cost of providing benefits to part-time workers, however, was 4.3 percent of total part-time wages. Benefits cost less than one percent of wages for temporary part-time workers, 2.8 percent of wages for seasonal part-time workers and 6 percent of wages for permanent part-time employees.

In briefs to the Commission of Inquiry on Part-time Employment, employers made the following recommendations which outline their views on part-time employment:

TABLE 29
COMPANY COSTS FOR BENEFITS TO FULL-TIME AND PART-TIME EMPLOYEES IN CANADA, 1984

	% of Full-Time Wages		% of Part-Time Wages			
Benefit	Companies providing benefit	All Companies	All Part-time Emps.	Permanent	Seasonal	Temporary
Total	11.3	10.0	4.3	6.2	2.8	0.7
Short-term Disability	2.0	1.9	1.4	1.9	1.1	0.5
Long-term Disability	1.1	1.1	0.6	0.9	0.2	*
Life Insurance	0.3	0.3	0.1	0.2	*	*
Government Medical	0.5	0.4	0.2	0.3	0.1	*
Extended Health	0.4	0.3	0.2	0.2	*	*
Dental Insurance	0.9	0.9	0.4	0.7	0.1	*
Pensions	6.1	5.1	1.4	2.0	1.2	0.1

Source: Labour Canada, *A Survey of Part-Time Employment in Federally Regulated Industries*, Volume 1 (Ottawa, December 1985).

* Less than 0.1 percent.

(1) no legislation should be introduced which would prevent or restrict the use of part-time employees;
(2) no legislation should be introduced which would increase the labour costs of employing part-time workers;
(3) no compulsory scheme to prorate fringe benefits for part-time workers should be introduced because existing legislation provides ample safeguards to protect their interests;
(4) no regulations regarding part-time workers should be made until an in-depth assessment of the cost implications has been made;
(5) if a scheme of prorating fringe benefits is introduced, it should apply only to regular part-time workers and not to casual part-timers;
(6) standards should be established to protect the exploitation of part-time workers;
(7) legislation should be introduced which would give employers the authority to hire part-time workers, but would also ensure that existing full-time employees do not lose their jobs as a result of the introduction of part-time employees;
(8) there should be no lowering of the current criterion for participation in the Unemployment Insurance program;
(9) government training programs should be extended more fully to part-time employees. (Canada, Commission of Inquiry into Part-time Work 1983, 131-132)

Employers have also argued that prorating benefits for part-time employees would cause scheduling problems and would be administratively difficult and costly. It has also been suggested that the increased costs of benefits and administrative expense could reduce the employment opportunities for part-time workers (Canadian Manufacturers' Association 1982, 9; Canadian Chamber of Commerce 1982, 10). Employers have outlined some of the problems of prorating benefits for part-timers. For example, while vacation and pension plans can be prorated to either hours worked or salary and therefore may not cost proportionately more, flat rate benefits such as life insurance, provincial medical insurance, major medical or drug and dental insurance may be more costly and difficult to prorate. Statutory benefits such as Canada Pension Plan (CPP) may also cost more. For example, the CCP employer contribution will be more for two part-time employees than one full-time employee when the total annual earnings of the two part-timers is in excess of the CPP "maximum pensionable earnings" (Canadian Manufacturers' Association 1982, 8).

A 1983 study by Frank Reid (1983) outlined the cost implications of prorating benefits for part-time workers. The administrative costs involved in prorating benefits were not large and were lower for larger-sized firms. Reid also estimated the direct costs of prorating statutory benefits (Canada Pension Plan, unemployment insurance and workers' compensation), holidays, vacations, private pensions, life and health insurance and such miscellaneous benefits as sick leave, personal leave, shift-work, compensation, severance pay and retirement allowance. It was found that the direct costs could be substantial and varied according to the number of hours worked per week by the part-time employee: for a part-time employee working less than 12 hours per week the cost of prorating benefits was over 25 percent of the employees earnings, 18 percent for employees working 15 hours per week and 6 percent for those working 24 hours per week (see Table 30). The study concluded that for part-time employees working between 8 and 30 hours per week the administrative costs of prorating were not prohibitive relative to the value of prorating to the employees (less than 20 percent of salary costs.

Costs of prorating also varied with the extent to which part-time workers were already receiving benefits. The costs of prorating could be much higher for employers whose part-time workforce were covered by statutory benefits only.

The Labour Canada study found that prorating benefits for part-time employees would cost 5.8 percent of total wages, with pension costs accounting for over one-half the total (see Table 31). Prorating for permanent part-time employees would cost 3.9 percent of their wages and for seasonal and temporary employees 7.3 and 9.4 percent, respectively. In 1984, the additional cost to prorate benefits for part-time employees was 0.4 percent of total wages paid. The study did point out that estimating the cost of extending benefits to part-time employees by using the cost of benefits to full-time employees requires the

TABLE 30
A SUMMARY OF THE INCREASE IN DIRECT COSTS DUE TO PRORATING BENEFITS
Percentage of Earnings

Hours Worked Per Wk.	Statutory Benefits	Public Holidays	Vacations	Private Pensions	Life & Health Ins.	Misc. Benefits	Total Costs All Benefits
1.00	4.71	5.00	1.90	9.20	2.80	2.50	26.11
2.00	4.71	5.00	1.90	9.20	2.80	2.50	26.11
3.00	4.71	5.00	1.90	9.20	2.80	2.50	26.11
4.00	4.71	5.00	1.90	9.20	2.80	2.50	26.11
5.00	4.71	5.00	1.90	9.20	2.80	2.50	26.11
6.00	4.71	5.00	1.90	9.20	2.80	2.50	26.11
7.00	4.69	5.00	1.90	9.20	2.80	2.50	26.09
8.00	4.47	5.00	1.90	9.20	2.80	2.50	25.87
9.00	4.29	5.00	1.90	9.20	2.80	2.50	25.69
10.00	4.15	5.00	1.90	9.20	2.80	2.50	25.55
11.00	4.04	5.00	1.90	9.20	2.80	2.50	25.44
12.00	3.95	4.50	1.90	9.20	2.80	2.50	24.85
13.00	3.87	4.25	1.75	8.93	2.57	2.45	23.82
14.00	3.80	4.00	1.60	8.66	2.35	2.41	22.81
15.00	0.52	3.50	1.44	8.39	2.12	2.36	18.33
16.00	0.47	3.25	1.29	8.12	1.90	2.31	17.34
17.00	0.42	3.00	1.14	7.85	1.87	2.27	16.35
18.00	0.38	2.75	0.99	7.58	1.44	2.22	15.36
19.00	0.34	2.50	0.83	7.30	1.20	2.18	14.35
20.00	0.31	2.00	0.66	7.03	0.96	2.13	13.10
21.00	0.28	1.50	0.50	6.71	0.72	2.08	11.79
22.00	0.25	1.00	0.33	6.00	0.48	2.03	10.10
23.00	0.23	0.50	0.17	5.30	0.24	1.95	8.39
24.00	0.21	0.0	0.0	4.60	0.0	1.87	6.68
25.00	0.19	0.0	0.0	4.60	0.0	1.87	6.66
26.00	0.17	0.0	0.0	4.60	0.0	1.87	6.64
27.00	0.15	0.0	0.0	4.60	0.0	1.87	6.63
28.00	0.13	0.0	0.0	4.60	0.0	1.87	6.61
29.00	0.12	0.0	0.0	4.60	0.0	1.87	6.59
30.00	0.10	0.0	0.0	4.60	0.0	1.87	6.58
31.00	0.09	0.0	0.0	4.14	0.0	1.69	5.92
32.00	0.08	0.0	0.0	3.68	0.0	1.50	5.26
33.00	0.07	0.0	0.0	3.22	0.0	1.31	4.60
34.00	0.05	0.0	0.0	2.76	0.0	1.13	3.94
35.00	0.04	0.0	0.0	2.30	0.0	0.94	3.28
36.00	0.03	0.0	0.0	1.84	0.0	0.75	2.62
37.00	0.03	0.0	0.0	1.38	0.0	0.56	1.97
38.00	0.02	0.0	0.0	0.92	0.0	0.38	1.31
39.00	0.01	0.0	0.0	0.46	0.0	0.19	0.66
40.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Source: Canada, Commission of Inquiry into Part-time Work, *Part-time Work in Canada: Report of the Commission of Inquiry into Part-time Work* (Ottawa: Labour Canada, 1983), p.169.

assumption that part-time employees would use the benefit in proportion to the time worked. This may not be a problem with such benefits as pensions, where the benefit is limited by the contribution. However, for a benefit like dental coverage, the cost could be substantially higher than estimated especially for seasonal and temporary workers.

The survey also asked companies providing benefits to full-time employees about the feasibility of prorating benefits. About one-third of the companies felt that the cost of prorating benefits for part-time employees was the major problem and administrative problems were also important, especially for temporary part-time workers. About one-half of the companies felt that prorating was feasible for permanent part-time workers; long-term disability and pensions were viewed as the least feasible. Approximately three-quarters of the companies thought that benefits for seasonal and temporary workers were impractical.

Employers have also discussed part-time employment and its relationship to the pay equity issue. In a submission to the Consultation Panel on Pay Equity, the Canadian Manufacturers' Association strongly opposed the inclusion of temporary workers in pay equity legislation (*Report of the Consultation Panel on Pay Equity* 1986, 27). In the Association's view, "only full-time and part-time regular employees defined as those receiving company benefits as exist should be covered by any pay equity legislation. Employees such as students and casual workers, who are typically not included in the job evaluation process, should be exempt from any legislation."

TABLE 31
COMPANY COSTS OF PRORATING BENEFITS TO PART-TIME EMPLOYEES IN CANADA, 1984
Percentage of Part-Time Wages

Benefits	All Part-Time Employees	Permanent	Seasonal	Temporary
Total	5.8	3.9	7.3	9.4
Short-term Disability	0.6	0.1	0.9	1.5
Long-term Disability	0.5	0.2	0.9	1.1
Life Insurance	0.2	0.1	0.2	0.3
Government Medical	0.2	0.1	0.3	0.4
Extended Health	0.1	*	0.2	0.3
Dental Insurance	0.4	0.1	0.8	0.9
Pensions	3.7	3.1	3.9	5.0

Source: Labour Canada, *A Survey of Part-Time Employment in Federally Regulated Industries*, Volume 1 (Ottawa, December 1985).

* Less than 0.1 percent.

Union Perspective

Traditionally, unions have been strongly opposed to part-time work and have placed a low priority on negotiating provisions for part-time employees in collective agreements.

Unions have objected to part-time employment because it threatens full-time employment, represents underemployment or "hidden" unemployment, conflicts with union bargaining objectives of a shorter work week with no loss in pay, and erodes the standards achieved through collective bargaining since many part-time employees receive lower wages and lack the same employee benefits and job security as full-time employees. Moreover, organizing part-time employees can be both costly and difficult, especially in those areas where labour relations legislation or practices exclude part-timers. More recently, however, there has been a movement, albeit a slow and cautious one, to a more accepting and supportive attitude. Many unions appear to be less hostile to part-time work per se than to employers' use of part-time employment as a source of cheap labour, its expansion at the expense of full-time jobs, and to employers' inequitable treatment of part-time workers. Some unions fear increases in part-time employment will be widespread as long as unemployment remains high. Employers will increase their use of part-time employment for the cost advantages and flexibility it offers while employees may accept part-time work as the only alternative to unemployment. The recent growth in involuntary part-time employment, that is, in the number of people working part-time because they could not find full-time work, seems to justify these concerns and lends support to union demands that employers not use part-time employment as a solution to the unemployment problem.

Where unionization is strong and where part-time workers make up a large proportion of the membership, part-time employees often receive the same hourly pay and employee benefits, on a prorated basis, as full-time employees. A recent study examining part-time employment unionization supported this conclusion. The study reported that nurses' unions, with 40 percent of members working part-time, the Canadian Union of Public Employees, with 20 percent of members working part-time, and the United Food and Commercial Workers Union with 29 percent working part-time, have the most progressive policies towards organizing and obtaining benefits for part-timers (Zeytinoglu 1986, 488).

Union responses to increases in part-time employment have included negotiating clauses to protect the job security of full-time employees and attempting to negotiate equal pay and benefits for part-time workers, to reduce the financial incentive for employers to use part-time work. At the same time, many unions may see the potential offered by part-time workers for further organiz-

ing, especially among women and in the retail trade and financial sectors where there are large numbers of part-time employees.

Restrictions on the use and number of part-time workers to protect the bargaining strength of full-time workers have taken several forms, including: limits on the ratio of part-time to full-time employees; restrictions on seniority rights; controls on the number of part-time hours worked, entitlement to overtime payments, and mobility between part-time and full-time positions. For example, an agreement between Canada Post and the Canadian Union of Postal Workers in 1985 called for the total number of part-time positions between March 1985 and September 30, 1986 not to exceed 4,500, with a maximum of 1,000 in smaller post offices (Canada, Labour Canada 1985a, 56). In a 1985 agreement between Air Canada and the Canadian Air Line Employees Association (Sales and Service Branch Employees), it was stated that:

> The number of Part-Time employees at a base shall not exceed thirty percent (30%) (thirty-five percent (35%) effective April 1, 1986) of the total number of employees (Full-Time and Part-Time) at the base, including probationers but excluding temporary employees, as of December 31st of the previous year. The number of Part-Time employees at a location shall not exceed eighty percent (80%) of the permissable number of part-time employees at the base. (Air Canada and Canadian Air Line Employees Association (Sales and Services Branch Employees), contract No. 23, Article L1.04.08)

Other sample contract clauses relating to restrictions or controls on part-time work are presented below.

General Foods, Cobourg and United Food and Commercial Workers, Local 1230

> Temporary Employment Clause-Temporary employees will be limited to 15 and paid 80% of the General Labourer rate. Benefit coverage will not apply. Union dues will be deducted. (Canada, Labour Canada 1985b, 52)

The Corporation of the City of Burlington and Canadian Union of Public Employees, Local 2723

> It is expressly understood that the Corporation may engage casual employees for terms of employment of indeterminate duration. The following conditions shall govern the employment of casual employees:
> 1. One (1) casual employee may be engaged for each three (3) regular employees in the complement of the Burlington Transit System
> 2. Each casual employee may only work the greater of eighty (80) hours or

ten (10) full shifts per two (2) week pay period.

3. Each month the Corporation shall supply the union with a listing of manpower and hours worked by casual employees in the preceeding month.
6. Casual employees shall not be required to work more hours in a twenty-four (24) hour period than a regular full-time permanent employee without appropriate overtime rates and only after seniority employees in the same classification have been given the opportunity to work. The Corporation agrees that insofar as Burlington Transit is concerned;

(i) the Corporation will not employ part-time employees; ... (The Corporation of the City of Burlington and the Canadian Union of Public Employees, Local 2723, Department of Public Works - Transportation, (Transit), July 1, 1985 to June 30, 1987, Articles 1.01 and 3.03(b)(i))

City of Edmonton and the Amalgamated Transit Union, Local 569

Part-time operators shall not be assigned work which can be efficiently assigned to full-time operators. No full-time operator shall be laid off solely as a result of the employment of part-time operators. Where the City contemplates laying off permanent full-time operators, such permanent full-time operators shall first be offered existing part-time operator positions that are required to be continued in preference to being laid off. Part-time operators shall not have seniority standing. It is the intention of the City to introduce part-time operators as employees of Edmonton Transit on a gradual and orderly basis. The employment and utilization of part-time operators in Edmonton Transit shall be reviewed on a continuing basis by a joint Union/Management Committee. (City of Edmonton and Amalgamated Transit Union Local 569, May 20 1986 to January 2, 1988, Articles 22.04.02, 22.21, 22.2, 22.28)

Westfair Foods Ltd., Winnipeg, Thompson, Brandon, Dauphin, Manitoba and United Food and Commercial Workers

Job Security-Full-time employees reduced to part-time since May 5, 1985 shall be reinstated to full-time August 4, 1986. On the same date, an additional 15 full-time employees will enter the bargaining unit, with the Company agreeing to maintain the same percentage of full-time hours during the term of the agreement in the Super Valu stores. (Canada, Labour Canada 1986b, 55)

Baycrest Hospital, Toronto and Service Employees International Union

In the event the Hospital plans to change vacant full-time positions to part-time positions, no action shall be taken until the Union is informed in writing

and provided with an opportunity to discuss the plans with the hospital. (Service Employees International Union 1986, 73)

St. Joseph's Health Centre, Toronto and Service Employees International Union

The Health Centre shall not hire any part-time employee(s) or increase the hours worked by any part-time employee(s) in order to lay-off a full-time employee or to permanently fill a full-time employee vacancy. (Service Employees International Union 1986, 73)

In a binding arbitration award between 51 Ontario hospitals and the Service Employees International Union, the arbitrator stated:

given the trend to greater use of part-time employees in the hospital sector and elsewhere and the current emphasis upon cost effectiveness in the hospital sector (although we repeat that the part-time employees under these collective agreements receive hourly wages identical to the full-time employees and a percentage in lieu of benefits), it is our view that there should be a contractual protection against layoff for full-time employees by reason of the use of part-time employees. Existing full-time employees are entitled to know that their job security is not threatened by the increased use of part-time employees. Clearly, their job security takes precedence over the employer's desire to maximize its scheduling efficiency. (Participating Hospitals and Service Employees International Union, Locals 183, 204, 268, 478, 532 and 777, October 10, 1986, p. 13)

Accordingly, the arbitration board ruled that the following clause be incorporated into the collective agreements:

No full-time employee within the bargaining unit shall be laid off by reason of his/her duties being assigned to one or more part-time employees. (Ibid., p. 14)

The Globe and Mail and Southern Ontario Newspaper Guild, Local 87

A part-time employee is one who is hired or returns from sick leave to work not more than twenty-eight (28) hours (80%) in the work week. Any part-time employee may work the hours of a regular full-time employee to cover vacations as provided in (a) below without affecting his or her part-time status and every effort will be made to first offer such work to regular part-time employees. A temporary employee is one employed for full or part-time work: (a) for a period of up to five (5) months to cover for vacations; or a period

of up to four (4) months, plus one (1) month in segments of not less than five (5) working days;

(b) to cover an approved leave of absence, including sickness, for the duration of such absence;

(c) for other reasons or special projects for periods up to four (4) months. Except for the one (1) month period described in (a) above, temporary employees shall not be eligible to be rehired as temporary employees within a period of one year from the date their temporary employment first commenced. The Guild shall be notified in writing as to the reason for such employment, and its expected duration when known. Part-time and temporary employees shall not be employed for work normally or appropriately performed by regular full-time employees, where, in effect, such employment would eliminate or displace a regular or full-time employee. Effective February 14, 1977, in computing length of service for the purpose of advancement in the wage scales, part-time employees shall be credited with one and one-half times their actual hours worked, to a maximum of the unit of hours constituting a normal work week as described in Article 4. (The Globe and Mail and Southern Ontario Newspaper Guild, Local 87, July 1, 1985 to June 30, 1987, Articles 1401, 1402, and 1405)

While such limitations on part-time work outlined above do connote a negative union attitude toward part-time work, one study has pointed out that controls on the number of part-time workers and hours worked may be used to protect full-time work over part-time work but,

> such contract clauses may in fact be restrictions upon the employer's use, and misuse, of part-time work and therefore be of advantage to part-time workers. Where employers reduce or extend the hours of work for part-time workers with little advance notice or regard for the needs of the workers, controls on the scheduled hours of work may be much appreciated. Moreover, there may indeed be situations where full-time jobs are in need of protection and restrictions on the number of part-time workers are a means to a reasonable balance of full- and part-time work. (White 1983, 63)

Other forms of restrictions on part-time work include lower wage scales for part-time workers. In collective agreements negotiated in the Ontario retail food industry in 1986, part-time employees in the same job classification receive lower wage rates. For example, in the agreement between A&P and the United Food and Commercial Workers, the maximum hourly wage rates are $13.11 for a full-time service clerk with 18 months' service and $10.67 for a part-time service clerk with 36 months' service. The agreements also call for a new wage schedule

with a 48 month progression (previously 36) for part-time employees hired after the ratification date (Canada, Labour Canada 1986b, 70). The more frequent appearance of two-tier wage systems in negotiations and settlements in general will certainly slow attempts to bargain wage parity for part-time vis-a-vis full-time workers. Some unions, however, appear to be attempting to rectify this situation. For example, the Manitoba Government Employees Association stated that

> one of the prime objectives in the last round of negotiations was to redress the inequities inflicted upon part-time employees. A situation had developed over the past five years where part-time employees were doing similar work to full time employees but receiving lower rates of pay. Under the new agreement, part-time employees who were in that inequitable position will be integrated into new salary pay ranges. (Manitoba Government Employees Association 1985)

Overtime work has also been a controversial issue for part-time workers and unions. The main point of debate has been whether part-time workers should receive overtime rates for work beyond their regularly scheduled hours or only after usual full-time hours worked. Some unions, such as the Canadian Union of Public Employees, have argued that overtime should be paid for all work beyond regularly scheduled hours whether full-time or part-time, which would prevent employers from arbitrarily rearranging work hours (Canadian Union of Public Employees 1981, 14). Other unions have argued that it is unfair for part-time workers to receive overtime rates for fewer or the same hours as full-time workers. In a submission to the Task Force on Hours of Work and Overtime, the Service Employees International Union recommended that hours of work be established at 37 1/2 hours per week and 7 1/2 hours per day and all overtime worked in excess of these hours be compensated (Service Employees International Union 1986, 10). Unions are also concerned that increased hiring of part-time workers could have financial implications for full-time workers who rely on overtime payments for additional income.

In a recent arbitration case, the union filed a policy grievance claiming that part-time employees were eligible for overtime pay after 25 hours work in a week, not after 37 1/2 hours (*Northern Telephone Ltd.* (1986), 24 LAC(3rd) 343. Their argument was based on the definition of a part-time employee in the collective agreement as "a person who is regularly employed for not more than twenty-five (25) hours per week". The Company argued that the overtime pay provision came into effect only after 37 1/2 hours per week were worked. A provision in the collective agreement respecting hours of work stated that "... the payment for all work performed outside the regular hours shall be made at the employee's regular hourly rate multiplied by one and one-half (1 1/2) times the

hours worked as determined in article 26.08". The issue was whether "regular hours" as applied to part-time employees meant 37 1/2 hours or 25 hours per week. The grievance was allowed for the reason that there was a clear understanding between the parties that for the purpose of payment of overtime to part-time employees, "regular hours" meant 25 hours in a week. The arbitrator ruled that the overtime premium was payable for hours worked in excess of that number and any part-time employees who had been treated otherwise were to be compensated accordingly.

Some collective agreements, particularly in the health care field, have provisions for cash in lieu of employee benefits for part-time employees, the amount being based on a percentage formula added to the full-time salary rateto arrive at the part-time salary rate. The Ontario Nurses Association has outlined two problems with this "percentage-in-lieu" approach. The first problem is making sure that the percentage keeps pace with the rising value of full-time benefits at the bargaining table. The second problem is attempts by employers to split the part-time salary rate into two portions, one representing the full-time salary rate and the other representing the percentage formula. According to the Association, the purpose of this is to isolate the full-time rate as the salary rate and characterize the percentage formula as an 'add-on' so that any premiums are calculated on a lower base rate. The Association argues that premiums must be calculated on the whole part-time rate to avoid violating the Employment Standards Act and employers argue that the result is to make part-time premiums worth more than full-time premiums (Ontario Nurses Association 1982, 553). Other unions have also held that cash in lieu of benefits still leaves the part-time employee without "income protection in case of illness, no assistance with payment of extended health care or dental bills, no life insurance and no opportunity to provide for old age" (Canadian Union of Public Employees 1985, 21). In its submission to the Task Force on Hours of Work and Overtime, the Service Employees International Union stated that "the substitution of part-time for full-time labour represents considerable cost savings for management because the amount of cash in lieu of benefits which part-timers receive is not pro-rated to the scale of benefits for full-time workers ..." (Service Employees International Union 1986, 6).

Three major issues for part-time workers regarding seniority are whether part-time workers, regular and casual, are eligible to accumulate seniority; whether seniority lists are integrated or segrated; and whether seniority is accumulated by hours of work or calendar years (White 1983, 69). Seniority rights have added importance in that seniority often determines job postings, layoffs, promotions, pay increments, access to such benefits as vacations and sick leave, and eligibility for health and welfare benefits. As some of the above contract clauses show, part-time employees are denied or have restricted seniority rights. In 1986 over four-fifths of major collective agreements (covering 500 or more employees, ex-

cluding construction) failed to provide seniority provisions for part-time employees; where agreements did contain seniority provisions for part-time workers, 3.3 percent of the agreements provided seniority on layoff and less than one percent on promotion (see Table 32). However, the Canadian Union of Public Employees (CUPE) has reported "progress" in this area. CUPE has negotiated one seniority list for full-time and one for part-time employees and the right to transfer between them, and has established that seniority for part-timers should be calculated on a calendar-year-basis, rather than on a prorated basis (Canadian Union of Public Employees 1982, 11). CUPE also reported that in one agreement it negotiated the right for temporary employees to carry forward seniority and benefits from one period of employment to the next (Canadian Union of Public Employees 1984, 6). The 1985/86 collective agreement between the Frontenac Board of Education and the Ontario Secondary School Teachers' Federation, (OSSTF), District 20 states that

> 21.5 All teachers on part-time employment with the Board will, effective 1 September 1980, accrue seniority at the full-time rate during the period of their part-time employment.

As the above discussion and an analysis of collective agreement provisions show, part-time workers are generally not covered by the same negotiated provisions as full-time workers. In 1986, only 4.1 percent of major collective agreements provided for health and welfare benefits for part-time workers, 7 percent for sick leave benefits and less than one percent for pension benefits (see Table 32). However, unions appear to be moving towards bargaining more equality for part-time workers as indicated by the following sample contract clauses:

The City of Regina and the Canadian Union of Public Employees, Local 7

> Casual employees who are deemed to be "full-time" are now eligible for permanent benefits. A "full-time" casual employee is defined as a casual employee who is on staff as of September 29, 1986 and who has accumulated 3,500 regular hours in the last 24 consecutive month period. (CCH Canadian Limited 1986, 8)

Frontenac County Board of Education and the Ontario Secondary School Teachers' Federation

> A part-time teacher shall be paid at the rate of salary for his/her category, to include appropriate allowances for teaching and related experience, post-graduate degrees, employee benefits, and cost of living allowances as provided

TABLE 32
COLLECTIVE AGREEMENT PROVISIONS RE PART-TIME EMPLOYEES IN CANADA, OCTOBER 1980 AND OCTOBER 1986
All Industries, 500 or More Employees (Excluding Construction)

	October 1980				October 1986			
	Agreements		Employees		Agreements		Employees	
	No.	%	No.('000)	%	No.	%	No.('000)	%
Total	1028	100.0	2114.1	100.0	966	100.0	2039.7	100.0
Work Week (days)								
1 day	1	0.1	2.8	0.1	0	0.0	0.0	0.0
2 days	14	1.4	30.4	1.4	2	0.2	4.0	0.2
2 ½ days	2	0.2	1.6	0.1	0	0.0	0.0	0.0
3 days	0	0.0	0.0	0.0	1	0.1	0.5	*
4 days	1	0.1	0.6	*	1	0.1	1.4	*
5 days	3	0.3	4.2	0.2	4	0.4	10.2	0.5
Irregular Hours	13	1.3	15.8	0.7	3	0.3	2.2	0.1
No Provision	994	96.7	2058.6	97.4	955	98.9	2021.4	99.1
Daily Hours								
Less than 4 hours	14	1.4	32.4	1.5	3	0.3	7.4	0.4
4 hours	5	0.5	9.7	0.5	7	0.7	12.6	0.6
5 hours	3	0.3	3.6	0.2	3	0.3	4.3	0.2
6 hours or more	6	0.6	6.4	0.3	7	0.7	13.6	0.7
Other (including irregular)	18	1.8	30.1	1.4	15	1.6	28.7	1.4
No Provision	982	95.5	2031.9	96.1	931	96.4	1973.2	96.7
Weekly Hours								
Less than 20 hours	28	2.7	59.6	2.8	17	1.8	25.2	1.2
20 hours	7	0.7	15.6	0.7	17	1.8	53.4	2.6

20 - 29 hours	21	2.1	64.2	3.0	19	2.0	61.7	3.0
30 hours or more	13	1.3	33.9	1.6	6	0.6	7.6	0.4
Other	294	28.6	790.4	37.4	433	44.8	1205.8	59.1
No Provision	665	64.7	1150.5	54.4	474	49.1	686.1	33.6
Health & Welfare, Sick Leave & Pension Plans								
Health & Welfare Benefits	20	1.9	35.1	1.7	40	4.1	136.5	6.7
Sick Leave Benefits	60	5.8	202.0	9.6	68	7.0	199.6	9.8
Pension Benefits	6	0.6	10.4	0.5	8	0.8	10.9	0.5
Other	100	9.7	408.2	19.3	175	18.1	632.0	31.0
No Provision	842	81.9	1458.4	69.0	675	69.9	1060.7	52.0
Vacations & Holidays								
Prorated Vacation	56	5.4	152.0	7.2	39	4.0	71.1	3.5
Prorated Paid Statutory Holidays	16	1.6	63.0	3.0	14	1.5	51.9	2.5
Other	124	12.1	446.6	21.1	212	22.0	729.3	35.8
No Provision	832	80.9	1452.6	68.7	701	72.6	1187.3	58.2
Seniority								
On Promotion	4	0.4	24.1	1.1	7	0.7	14.8	0.7
On Layoff	11	1.1	45.7	2.2	32	3.3	100.1	4.9
Severance Benefits	4	0.4	23.1	1.1	18	1.9	71.4	3.5
Other	37	3.6	119.0	5.6	73	7.6	237.4	11.6
No Provision	972	94.6	1902.2	90.0	836	86.5	1616.0	79.2

Source: *The Current Industrial Relations Scene in Canada 1981* (Kingston: Industrial Relations Centre, Queen's University, 1981), pp. 395-96; Labour Canada, Collective Bargaining Division.

* Less than 0.1 percent.

in this Agreement, all of which shall be pro-rated in the same ratio as the part-time teaching assignment bears to full-time teaching assignment. (Agreement between the Frontenac County Board of Education and OSSTF, Article 21.2)

Government of Canada and Public Service Alliance of Canada (master agreement covering 39 components)

Part-time employees will be entitled to the benefits under the Master and Group Agreements in proportions determined by their hours compared with normal hours of full-time employees. (Canada, Labour Canada 1986b, 10)

Ottawa Board of Education and Ottawa Board of Education Employees' Union (maintenance service and plant employees)

Extended Medical and Supplementary Hospital Insurance – Available to part-time (previously, full-time only) on a 80/20 cost-sharing basis. Group Life Insurance – part-time employees eligible for $15,000 (previously, $3,500) (Canada, Labour Canada 1986a, 35)

Toronto Board of Education and Ontario Public Service Employees' Union (secondary and elementary occasional teachers)

Daily wage rate for long term occasional teachers is in accordance with the current salary grid for full-time teachers. Health and Welfare: Extended health care and semi-private hospital coverage made available to long term occasional teachers [A "long term occasional teacher" is an occasional teacher who is employed for a period of 20 or more consecutive teaching days as a replacement for a teacher employed under a permanent or probationay contract] 100% employee paid. (Canada, Labour Canada 1986a, 39)

The Globe and Mail and Southern Ontario Newspaper Guild, Local 87

Part-time and temporary employees are covered by all provisions of this contract with benefits in proportion except those for which eligibility is regular full-time employment. This section shall be applied as described in Appendix A of this Agreement for those benefits listed in Appendix A [see Appendix A of this paper]. (The Globe and Mail and Southern Ontario Newspaper Guild, Article 1403)

In a 1986 agreement between the University of Alberta and the Non-Academic Staff Association temporary employees became eligible for provincial health care. An agreement between Air Canada and the Canadian Auto

Workers representing sales and service employees extended the pension plan to part-time workers (Canada, Labour Canada 1986b, 60; 1986c, 52).

In addition to the briefs, submissions and policy documents mentioned above, the Canadian Union of Public Employees has established several bargaining objectives relating to part-time employement. These include: (1) the same basic rates of pay, premium pay, provisions and access to pension plans as those received by full-time workers; (2) regularly scheduled hours of work to be posted well in advance and to be determined on the basis of seniority or rotation; (3) seniority should accumulate on a calendar-year basis, so part-timers have the same access to vacations and other service-related benefits as other workers; (4) the right for "on-call" and temporary part-timers to accumulate and carry forward seniority from one period of employment to the next; (5) equal benefits and protections for both "on-call" and regularly scheduled part-timers; (6) the opportunity for part-time workers to move, on the basis of seniority, into full-time jobs. (Canadian Union of Public Employees 1985a, 147)

The Canadian Air Line Employees Association (CALEA) have established a part-time Work Policy in order to "prevent further exploitation of both full-time and part-time workers by employers and in order to protect the job security of the CALEA membership and enhance solidarity within the ranks." The union has asked their bargaining committees to try to achieve the following improvements for those members who are employed part-time: (1) a limitation of the number of part-time workers; (2) control over the hiring of part-time workers to allow full-time workers the first option to accept part-time employment; (3) job security (i.e. layoff and recall rights by seniority for part-time workers under all collective agreements); (4) health, welfare and pension benefits for part-time workers equal to those of full-time workers on a prorated basis; (5) same hourly rates of pay for part-time workers and full-time workers; (6) guaranteed scheduled hours of work for part-time workers; (7) recognition on a prorated basis of both full-time and part-time seniority upon changing status. (Canadian Air Line Employees Association 1985, 7)

In its submission to the Task Force on Hours of Work and Overtime, the Service Employees International Union (1986) made several recommendations regarding part-time work. Their concerns were that part-time work not be expanded at the expense of full-time employment; that part-time work be voluntary ; that existing full-time positions not be split into two or more part-time positions; that Ontario's Employment Standards Act include a definition of a part-time worker as one who works less than the normally scheduled weekly or monthly hours of work established for persons doing similar work; that the Ontario Labour Relations Board's definition of a part-time bargaining unit be discarded and all part-time bargaining agents be amalgamated into one bargaining unit to eliminate the fragmentation of workers in the same employment and ensure the equitable treatment of part-time workers in gaining equal pay,

benefits and access to other provisions such as a pension plan; and that there be a clear definition of a part-time worker's hours of employment and a guarantee of a minimum number of hours of work per week.

The Canadian Labour Congress (CLC) has also expressed its view on part-time work:

> ... an employer's financial advantage in expanding his part-time work force would be eliminated by applying contract provisions for full-time workers to part-time workers. Not only would this elevate part-time workers to their rightful status; it would also promote industrial harmony since the hiring of part-time employees often creates conflict where a union views it as a method of weakening a bargaining unit and in some cases avoiding certification. (Canadian Labour Congress 1981, 7)

At its 1986 Constitutional Convention, the CLC adopted the following resolution:

> Whereas more and more employers are utilizing a part-time work force; and
> Whereas employers are using these part-time workers as a cheap source of labour, and provide these workers with inferior wages, benefits and working conditions; and
> Whereas many of these part-time workers were seeking full-time employment and had to settle for part-time work;
> Therefore be it resolved that the Canadian Labour Congress pressure the federal government to enact legislation to give part-time workers equal pay, equal benefits, seniority, and paid vacations on a pro-rata basis. (Canadian Labour Congress 1986)

Employee Perspective

Although there is a dearth of information on the attitudes and behaviour of part-time employees themselves, both economic and non-economic reasons appear to motivate employees to seek part-time work. Employees may work part-time to combine labour market activities with other interests and responsibilities; they may be unwilling or unable to work full-time;l or full-time work may not be available. Although there has been a substantial increase in involuntary part-time employment in recent years, a greater proportion of employees work part-time because of a preference for such working arrangements; 32 percent of employees work part-time because they want to and an additional percent because of schooling, personal or family responsibilities. In a Labour Canada study of part-time employment in federally regulated industries, over one-half of those who responded to questions relating to satisfaction with pa

time work indicated they preferred to work part-time and that they would not take a full-time position.

Over three-quarters of those working part-time voluntarily are adult women. Many of the issues regarding part-time work are closely related to the labour market concerns of working women. The growing trend towards part-time employment has coincided with the substantial rise in the labour force participation of women, particularly married women. Many working women face dual responsibilities with work in the home and work in the labour market, and the availability of part-time work has enabled many to enter and/or maintain an attachment to the workforce (White 1983). In the Labour Canada study the most frequently cited reason for preferring part-time employment was child care responsibilities.

The advantages and disadvantages of part-time employment as perceived by the individual worker were outlined by the Commission of Inquiry on part-time Work. Among the advantages part-time work offered were a flexible life style – the freedom to combine work with other responsibilities and interests; job opportunities – an opportunity to work and earn a partial income, maintain status with an employer, and maintain and/or gain skills and experience; and participation in society on economic, intellectual and social levels.

There were a number of disadvantages, however. Part-time work, a job ghetto for women and youth, provides less income and is usually found in low-skilled and low-paying jobs, with little or no benefits' coverage and job security. Career planning is more difficult for part-time workers who generally have less opportunity for training or promotion and are stereotyped as not serious about their careers. Part-time work can also present on-the-job difficulties; with fewer hours at the workplace, part-timers have less opportunity for communication with supervisors and other workers and may be treated as "second class citizens".

In a survey of attitudes regarding part-time employment conducted for the Commission of Inquiry into part-time Work, it was found that the problems of part-time work were of most interest to those working part-time, union members, women and persons aged 25 to 44 (p.80). The survey respondents indicated "five major and distinct problems with part-time work: poor pension and benefit provisions; wages, pensions and benefits not comparable to full-time work; insufficient opportunity to work more hours to improve wages and benefits; inadequate child care provisions and a need for flexible hours and job sharing for those with family concerns; inadequate career, promotion and upgrading opportunities" (p.85). It was also reported that the most important factors affecting general attitudes towards part-time employment were age, hours worked, group affiliations, language spoken, number of jobs held, child-care responsibilities, and unionization.

Few studies have been conducted on the perspectives of part-time employees and whether there are differences between part-time and full-time employees

in work orientation. In a review of research in the United States, it was stated:

> ... references in the economic and popular literature to part-time worker attitudes and behaviors consist almost exclusively of untested, subjective, managerial reports that address part-time workers solely on the basis of hours of work, employee characteristics, or employment opportunities. The idea that part-time employees may respond to job assignments and duties, lack of promotional opportunities, training and benefits, or the lower pay that differentiates part-time from full-time jobs is not considered. (Rotchford and Roberts 1982, 230)

Some American studies have examined behaviour and attitude differences among various categories of part-time employees (Gannon and Nothern 1971; Hom 1979), while others have compared full-time and part-time employee attitudes (Hall and Gordon 1973; Logan, O'Reilly and Roberts 1973; Miller and Terborg 1979). All these studies focussed on job satisfaction and did not report whether the employees were unionized. A study by Eberhardt and Shani examined part-time hospital workers' attitudes toward specific organizational characteristics by assessing their perceptions about the distribution of power, the level of cooperation, and the level of trust in a hospital as well as examining the overall satisfaction of both full-time and part-time employees (Eberhardt and Shani 1984). A recent study by Wakefield et al. examined differences in the importance of work outcomes between full-time and part-time hospital employees (Wakefield et al. 1987).

Empirical evidence has been mixed. Gannon found that part-time workers have different work related orientations and therefore require different management strategies. Hom found no difference in job satisfaction when demographic characteristics were held constant. Logan, O'Reilly and Roberts found that the level of satisfaction was similar between full-time and part-time employees although there were differences in the components of satisfaction; part-time workers emphasized relationships with co-workers while full-time workers were more oriented toward promotional opportunities, pay, supervision, and the nature of the work itself (Wakefield et al. 1987). Miller and Terborg found that part-time employees had a lower level of satisfaction with work and fringe benefits and the job in general. In the study by Eberhardt and Shani, part-time employees reported higher levels of overall satisfaction than full-time employees and had more favourable attitudes toward the organizational structure, policies, and reward systems, the level of trust among organization members and the distribution of power in the hospital. No differences were found in employee attitudes toward the amount of participative decision making and risk taking, the nature of the interpersonal relations and support, and the level of cooperation in the hospital. This higher level of satisfaction was attributed to the ex-

istence of benefits for part-time employees comparable to those for full-time workers. The Wakefield et al. study showed that full-time and part-time employees differed in terms of the importance they assigned to various work outcomes. Differences were also found across certain categories of part-time workers. Results showed that those who worked fewer hours per week attached less importance to being informed about the job, participation in decision-making, doing the job well, pay, and fringe benefits; these differences persisted when various social and demographic characteristics of full-time and part-time employees were held constant.

Part-time employees have often been stereotyped as lacking a career orientation, having lower job involvement and commitment to the organization than do regular employees and they therefore pose different, if not more difficult problems for management (Gannon 1983; Commission of Inquiry into Part-time Work 1983, 119-131). In addition to lower earnings and fewer benefits, part-time employees often have limited access to training and promotional opportunities. According to one viewpoint, employers often avoid the use of part-time employees because of widely-held "misconceptions" about the availability, reliability, and ability of part-time workers; part-time employees, especially retired workers and housewives, are as reliable, responsible and productive as are full-time employees (Werther 1975).

In the survey of part-time employment in federally regulated industries, 90 percent of reporting employers stated that permanent part-time workers were at least as productive as full-time employees while about 70 percent felt that seasonal and temporary part-time workers were as productive as full-time employees; 84 percent of reporting employers stated that permanent part-time employees were as committed to their jobs as were full-time workers and two-thirds said the same of seasonal and temporary part-time employees; one-third or more of employers reported that all types of part-time workers had lower absenteeism than full-time employees (92 percent of employers stated that permanent part-time employees had lower or equal absenteeism and 84 and 82 percent said the same for seasonals and temporary part-time workers, respectively) (Canada, Labour Canada 1985c, 36-37).

An area that is also important to assess is the desire and willingness of part-time workers themselves for improved benefits and prorating. Some individuals who work part-time, particularly those working less than 15 hours a week, may not want certain benefit coverage, preferring the financial savings gained from not making contributions. In the Labour Canada study the majority of employees were willing to contribute for coverage under the following benefits: pension plan (65.2 percent); extended health care (57.3 percent); dental plan (62.1 percent); and, life insurance (50.3 percent).

It is important that the attitude and behaviour of part-time employees and any differences between part-time and full-time workers be recognized and

understood. As several studies have pointed out, if there are differences between part-time and full-time employee attitudes and behaviours, personnel policies that do not reflect these differences may be inadequate (Jackofshy, Salter, and Peters 1986; Rotchford and Roberts 1982; Wakefield et al. 1987).

VI
Public Policy Implications

The heightened awareness of the part-time employment issue has been reflected in the conclusions and recommendations of several studies, reports, and Royal Commissions. As early as 1970, the Royal Commission of the Status of Women recommended that the federal government undertake a study of the feasibility of greater use of part-time work in the Canadian economy. The Commission also stated that "ways must be found to provide part-time employees with pay and working conditions no less equitable than those provided for the full-time worker" (Canada, Royal Commission on the Status of Women in Canada 1970, 17-18).

In 1971, the Canada Employment and Immigration Advisory Council released its report, *Elements of a Policy on Part-Time Employment*. In examining the issue of part-time employment, the Council received a number of briefs from private and public employers, provincial governments, unions, advocacy groups and individuals. The Report concluded that a policy on part-time employment should be developed with the following principles as a guide: part-time employment should be included as an element of an overall employment policy for Canada; part-time employment should not be expanded at the expense of full-time employment; expansion of part-time employment should be part of an overall strategy with respect to flexibility of working life; governments should not interfere with employers' and employees' joint efforts to innovate in this area; an equitable relationship should prevail between pay and benefits of part-time employees and that of full-time employees; labour standards in all jurisdictions, as they relate to part-time employees, should be improved and harmonized; with respect to the development of part-time employment opportunities, there is a role not only for the federal government but also for other governments as well as for employers and their organizations and employees and their organizations.

The Report also recommended that the following measures be taken by governments, employers and employees: encourage the option of part-time employment throughout the whole spectrum of skills and occupations, particularly in skill shortage areas; promote the adoption of fair and reasonable standards of employment for part-time employees; promote equity between full-time and part-time employment in terms of total compensation; encourage retiring people with special skills to act as part-time technical consultants for trades

training programs; promote experimentation with job restructuring; and improve specialized counselling and placement services. The Report outlined measures that should be taken by labour and management: establishment of yearly full-time and part-time employment objectives; encouragement of greater flexibility in job structure, job setting and job scheduling; integration of part-time and full-time employment into the same collective bargaining process; and a review of existing collective agreement provisions in light of the principles discussed above. It was also suggested that governments take the following additional measures: improve data collection for the part-time labour market; act as model employers of part-time employees; establish or improve, as the case may be, job-oriented part-time training programs to allow persons greater flexibility and/or opportunities in job choice; expand day-care services to allow provision of part-time day care; remove disincentives to work part-time from income maintenance programs; study the advisability of providing optional or compulsory pro-rata coverage under private and public pension plans to part-time employees; improve federal labour standards with respect to part-time employees and initiate a federal-provincial process to harmonize labour standards and to achieve total compensation equity between full- and part-time employment (Canada, Employment and Immigration Advisory Council 1981, 10-13).

In the 1981 report of the Task Force on Labour Market Development a number of measures were recommended to "facilitate the flexible organization of work" which included reducing or eliminating the qualifying requirements for the Canada Pension Plan and unemployment insurance program by defining acceptable "permanent" or "regular" part-time work to allow workers to contribute on the basis of the number of hours worked or their earnings; making the coverage under other pension plans, including the federal Public Service Superannuation Plan, proportional; making wages and seniority proportional to the hours worked, with full-time work as the basic reference point (Canada, Task Force on Labour Market Development 1981, 110).

The House of Commons Special Committee on Employment Opportunities for the 1980s, which was established to examine shortages in skilled trades and higher-skill occupations with regard to economic development requirements in the 1980s, called for a re-examination of public policy in the areas of flexible retirement, part-time work and work sharing and the removal of any obstacle preventing trained people from accepting job offers. The Committee's report recommended that governments facilitate shared and part-time work, so that women who wish to stay at home on a part-time basis would be able to work on a part-time basis, to maintain their skills and trades, and earn necessary additional income. In addition, the Committee felt that there should be improved statistics on part-time employment and those seeking it (Canada, Parliament 1981, Recommendations 104,113, and 173).

Growing concerns over the status of part-time employees led to the establishment in 1982 of a Commission of Inquiry into part-time Work to "examine the overall employment position of part-time workers in Canada, including such issues as compensation practices, supply and demand, the impact of unionization and the shortcomings of current employment laws relating to part-time work". The Commission was also asked to "recommend legislative and policy changes which would improve the position of part-time labour without detracting from the employment position of full-time labour" (Canada, Commission of Inquiry into Part-time Work 1983). In examining the issue of part-time employment, the Commission conducted a vast consultation across Canada, meeting with employers, unions, government officials and individual part-time workers. A total of 216 briefs were received from groups and individuals. In September 1983 the Commission released its report. The Commission urged that part-time work be recognized as a "necessary component of the labour market" with advantages for employees, employers and society as a whole; part-time work should be "encouraged at all job levels in all industries" (29).

One of the terms of reference of the Commission was to look into the problems associated with defining part-time work. In order to include as large a number of part-time workers as possible, the Commission recommended the following broad definition: a part-time worker is one who works less than the normally scheduled weekly or monthly hours of work established for persons doing similar work. The Commission went on to recommend that this definition be incorporated into the Canada Labour Code and be adopted in principle by all federal government departments. Employers should be free to continue to use their own definitions for operational purposes, but should be bound by Labour Canada's definition for purposes of employment standards legislation.

The Commission urged that part-time work not be expanded at the expense of full-time work. part-time work should be voluntary and employers should not substitute part-time for full-time positions without prior discussion with the workers and/or unions.

In the area of pensions and fringe benefits, the Commission recommended that the Labour Standards section of the *Canada Labour Code* be amended to ensure that part-time workers receive all employee benefits and pensions, on a prorated basis, where the employer provides these benefits to full-time workers doing similar work. However, it was suggested that the following part-time workers should be exempt from participating: those under 25 years of age; those working less than 8 hours per week; those who have worked less than one calendar year for their employer; those who work for an employer who would find it administratively impractical to prorate benefits; seasonal or part-year part-time workers. Instead, it was recommended that these workers be paid cash in lieu of benefits. In addition, part-time workers should be eligible for pension

benefits which are proportionate to those earned by full-time workers and pension benefits standards legislation should be amended to remove any full-time/part-time inequities with respect to vesting, indexing and portability. It was recommended that the Canada and Quebec Pension Plan systems be expanded to replace a higher percentage of pre-retirement earnings (preferably 40 to 50 percent of the average industrial wage rather than the existing 25 percent) and that a method be developed to offset the higher contribution rates for low-income workers, many of whom are part-time workers.

The report recommended that the 15-hour minimum work week requirement for participation in the unemployment insurance plan be eliminated and replaced with a system whereby all employees working over 8 hours a week would pay a straight percentage of their salary, up to a set level of maximum insurable earnings; these workers would then be covered on a prorated basis according to average number of hours worked each month.

Recommendations regarding labour relations included: that the policy of the Canada Labour Relations Board be changed from the inclusion of full-time and regular part-time workers in the same bargaining unit to the inclusion of full-time and *all* part-time workers: that Labour Canada encourage the unionization of part-time workers by urging the provinces that designate separate bargaining units for part-time workers to integrate all part-time employees into the same unit as full-time employees doing the same work; that Labour Canada encourage the unions to (a) work towards equitable treatment of part-time workers by bargaining for equal pay and prorated benefits and access to the same seniority lists as full-time employees, (b) promote alternative working arrangements and (c) involve part-time workers more fully in union activities; that the federal government encourage employers, including government, to offer part-time work through all skills, occupations and levels of their organizations, provide part-time workers access to training programs, promotional opportunities, job security and seniority on a basis comparable to their full-time workers, allow both male and female employees the option of reducing their work week with a proportional reduction in wages and benefits if required.

The Commission recommended that: a new labour standard be introduced to establish the minimum number of hours per day for which a part-time employee must be paid if called into work; all jurisdictions be encouraged to include the equal pay for work of equal value concept in their legislation (at the time, only the federal government and Quebec had such provisions); all Canada Employment Centres establish a part time workers' "desk" to receive applications from and provide counselling for persons seeking part-time jobs, receive orders from employers for part-time job opportunities, try to fill part-time job opportunities with individuals seeking part-time jobs and assist those interested in job sharing; government job training programs, particularly in the

technical and vocational areas, should be provided on a part-time basis; improved information programs on part-time work and job sharing be provided; and that there be cooperation by federal and provincial governments to establish a *Canada Child Care Act* to ensure adequate funding of a system of non-profit, affordable, accessible, high quality child care facilities with the flexibility to meet the needs of parents who work part-time.

There were several recommendations to governments as employers: implementation of the federal Treasury Board policy on part-time work (discussed below) within the federal public service by amending the *Public Service Superannuation Act* to provide all part-time employees with prorated pension benefits; abolition of the classification of part-time workers based on the number of hours worked, or the number of months worked; access to opportunities for promotion and training for part-time workers; amendment of the *Public Service Staff Relations Act* to give all part-time employees the right to unionize. The Commission also recommended that Statistics Canada extend its data collection on part-time work.

Based on the findings of a study on part-time work in 1983-84 (White 1983), the Canadian Advisory Council on the Status of Women made the following recommendations on part-time work within the federal jurisdiction (1983, 167). No action should be taken by the federal government to expand part-time work, either within the federal public service or in the labour force in general, until legislation ensures the equal treatment of part-time and full-time workers; part-time jobs should not be created at the expense of full-time work, particularly during economic recession and high unemployment; the Unemployment Insurance Act should be amended to ensure that a much higher proportion of part-time workers receive protection; and the *Canada Labour Code* should be amended to ensure that part-time workers are covered by employment standards provisions, and to require that employers include part-time workers on a prorated basis in all fringe benefits and pension plans that are available to full-time workers doing similar work.

In June 1983 the Royal Commission on Equality in Employment was established "to explore the most efficient, effective, and equitable means of promoting equality in employment" for women, native people, disabled persons and visible minorities (Canada, Royal Commission on Equality in Employment 1984, v). Among the recommendations relating to part-time work which were contained in the report of the Commission, released in October 1984 were: part-time employees should be eligible for training and retraining programs; part-time employees should be eligible for training allowances on a prorated basis; part-time workers should receive, on a prorated basis, the same protection, rights, and benefits as those now guaranteed to full-time workers; employment opportunities should be expanded for disabled persons by making available adequately remunerated part-time employment and work sharing (Canada, Royal

Commission on Equality in Employment 1984, Recommendations 87, 103, and 113).

The Royal Commission on the Economic Union and Development Prospects for Canada (Macdonald Commission) called for the elimination of any factors that would interfere with achieving "fuller flexibility of market arrangements, thus enhancing both employee satisfaction and productivity" (Canada, Royal Commission on the Economic Union and Development Prospects for Canada 1985, 817). The Commission recommended basing unemployment insurance, worker's compensation and Canada Pension Plan premiums on hourly earnings, with a ceiling on contributions that applied to hourly rates rather than to weekly or annual compensation; eliminating the bias against some categories of reduced hours in creating eligibility for paid holidays or termination notice; and encouragement of prorating of employee benefits.

Implications of the Charter of Rights and Freedoms for Part-Time Employment

In 1982 the *Canadian Charter of Rights and Freedoms* was proclaimed guaranteeing the freedom of conscience and religion; freedom of thought, belief, opinion and expression; freedom of peaceful assembly; and freedom of association. In April 1985, the Charter's equality provisions (Section 15) came into effect which provided that,

> every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination, and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental and physical disability.

These provisions are much broader in scope than those contained in existing federal and provincial acts which prohibit discrimination by individuals. The Charter prohibits discrimination by the government itself and thus has significant implications for statutes, regulations, and government programs and services, not to mention employment practices and employee benefit plans, including the differential treatment of part-time employees under employment standards and collective bargaining legislation.[1]

Since almost three-quarters of all part-time employees are women, there is a possibility that the unequal treatment of part-time workers could be challenged under Section 15 on the basis of sex. Reinforcing this is the fact that "part-time work is not always an option voluntarily chosen" (Canada, Royal Commission on Equality in Employment 1984, 116).

Depending on how the freedom of association guarantees contained in Section 2 (d) of the Charter are interpreted, the exclusion of part-time employees

from the coverage of collective bargaining legislation and from full-time bargaining units could also be challenged. The Supreme Court recently ruled, however, that freedom of association does not include the right to bargain collectively (*Reference re Public Service Employee Relations Act (Alberta)* (1987), 87 CLLC para. 14,021; *Public Service Alliance of Canada v. The Queen in Right of Canada* (1987), 87 CLLC para. 14,022; *Retail, Wholesale, and Department Store Union et al. v. Government of Saskatchewan et al.* (1987), 87 CLLC para. 14,023).

Equality rights and freedoms of the Charter are, under Section 1, "subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society". Adding to the uncertainty of the Charter's potential impact on the discriminatory treatment of part-time workers is whether the Charter applies exclusively to direct governmental matters or to private non-governmental matters, employment contracts and collective agreements.

In October 1985, the Subcommittee of the House of Commons on Equality Rights released its report *Equality for All*. The Subcommittee was established to review federal statutes to ensure that they conform to the equality and non-discrimination provisions of Section 15 of the Charter. The report stated that the federal government should "assume the lead by taking steps that ensure that part-time workers are treated equitably and uniformly by comparison with full-time workers in similar positions" (Canada, Parliament 1985, 101). In its recommendations relating to part-time work, the Subcommittee proposed the adoption of the following definition of part-time work that would include all categories of part-time work, including seasonal work: a part-time worker is one who works fewer than the normally scheduled weekly or monthly hours of work established for persons doing similar work. Other recommendations included: all federal employment standards legislation and policies be amended to ensure that part-time workers, including seasonal workers, receive the same statutory benefits on a prorated basis as full-time workers (the Subcommittee rejected the recommendation of the 1982 Commission of Inquiry into part-time Work that persons under 25 years of age be exempted from participating in pension and insurance plans); federal laws and policies be amended to ensure that part-time workers, including seasonal workers, who work eight hours a week or more and who have worked for their employer for at least one year, contribute to and be eligible for benefits, on a prorated basis, under employer-sponsored pension and insurance plans applicable to full-time workers; the requirement that an employee work 15 hours per week to contribute to and be eligible for benefits under the Unemployment Insurance Act be reduced to reflect better the work schedules of part-time workers, and that the hourly limit that is set be not less than eight hours per week; federal laws and superannuation plans reflect the particular needs of part-time workers for early pension vesting and portablility rights.

In March 1986 the federal government responded to the recommendations of the Subcommittee in its report, *Toward Equality* (Canada 1986). The government rejected the Subcommittee's definition of part-time work for the *Canada Labour Code* because it was felt that some employees currently protected under the Code's provisions would be excluded. The government pointed out that there is presently no definition of part-time work in the *Canada Labour Code* and no distinction is made between part-time and full-time workers; part-time workers are entitled to the same protection, rights and benefits as full-time workers. However, with respect to legislation covering part-time employment in the federal public service, the Public Service Commission recommended the revocation of the part-time Work Exclusion Approval Order and the Public Service part-time Regulations, revision of the *Public Service Employment Act* and Regulations, and the adoption of a new definition of part-time work similar to that proposed by the Subcommittee. Amendments to the federal public service legislation would also give part-time workers the same rights as full-time workers to enter closed competitions and have rights on layoff. The government was concerned that extending statutory benefits available to full-time workers to part-time employees on a prorated basis may reduce the benefits already received under the *Canada Labour Code* since not all benefits "lend themselves to prorating". The government felt that the possibility of separate bargaining units for part-time employees should be explored with the bargaining agents in order to obtain a benefits package "more relevant to the nature of part-time work". With respect to employer-sponsored pension and insurance plans, the government agreed in principle that part-time employees should be eligible to participate in such plans and outlined proposed amendments to the *Pension Benefits Standards Act* to include part-time workers (discussed below). The government postponed its response to the recommendation that unemployment insurance be available to more part-time employees until the Commission of Inquiry on Unemployment Insurance submitted its report. In March 1987 the Standing Committee on Labour, Employment and Immigration recommended in its report on unemployment insurance that the weekly minimum required hours of work be reduced to 6 and that they need not be in a single job, and that the minimum insurable earnings requirement be eliminated in order to extend the availability of unemployment insurance to part-time workers. In May 1987 the federal government responded to this report and that of the Commission of Inquiry on Unemployment Insurance announcing that the current structure of unemployment insurance would remain.

Policy Initiatives to Date

Some initiatives have been taken to develop appropriate policies relating to part-time employment. In 1980 the federal Treasury Board introduced an employ-

ment policy designed to "encourage and facilitate the increased use of part-time employment in the Public Service, where operationally feasible, and to provide for consistent and equitable terms and conditions of employment for part-time employees" (Canada, Treasury Board, *Personnel Management Manual System*, Subchapter 3, December, 1980). In 1981, the Public Service Commission developed the Part-time Work Exclusion Order and Regulations which "provided increased flexiblility with respect to hiring part-time employees and also clarified which employees fall under the Public Service Employment Act" (Canada, Treasury Board Secretariat of Canada 1982, 5). Employees who work 15 hours or week or less are excluded from the Act. Therefore, in the public service, a part-time employee is defined as and employee with a continuing attachment to the work force who is appointed for a term of greater than six months and who is ordinarily required to work less than the normally scheduled daily or weekly hours of work established for persons doing similar work, but more than one-third of these hours. Under the new policy, certain terms and conditions of employment were modified to provide part-time employees with the same pay and benefits, on a prorated basis, as full-time employees. However, under the *Public Service Superannuation Act*, employees working an average of 30 hours per week or less do not have access to employee pension plans.

Changes in the Unemployment Act were made in 1981 reducing the minimum insurability requirements to 15 hours in a week or one-fifth of the maximum insurable earnings. Previously, hourly paid and salaried employees had to work at least 20 hours a week, while other workers had to earn at least 30 percent of the mximum weekly insurable earnings to be eligible for unemployment benefits. The minimum requirement was changed becarse of criticism that it was unfair to some workers, particularly women in part-time employment; the change extended coverage to about 300,000 workers.

In 1984, Manitoba became the first province to introduce legislation to make eligibility and membership in pension plans compulsory for part-time workers if they had been employed by the employer for two consecutive years and if they earned not less than one-quarter of the Canada Pension Plan's maximum pensionable earnings in each of the two years (*Manitoba Pension Benefits Act*, S.M. 1975, c. 38, ss. 21(6.5) and (6.6)). In August 1986 the Saskatchewan Pension Plan Act was proclaimed; the plan, which is voluntary and open to Saskatchewan residents between the ages of 18 and 65, extended coverage to part-time workers. Alberta enacted pension reform legislation in September 1986 making all employees eligible to join an available plan after two years and after the employee has earned at least 35 percent of the year's maximum pensionable earnings. More recently, amendments to the Pension Benefits Standards Act covering employees under federal jurisdiction provided for compulsory eligibility for part-time employees. Legislation was passed in both Nova Scotia and New Brunswick under which part-time employees will be eligible to join their

employer's pension plan after two years of service if they earned at least 35 percent of the Canada Pension Plan's maximum pensionable earnings for two consecutive years. Ontario recently passed pension reform legislation which included similar provisions for part-time employees, except that part-time workers are eligible to be a member of a pension plan if they earn 35 percent of the year's maximum pensionable earnings or work at least 700 hours per year (*Alberta Employment Pension Plans Act*, S.A. 1986, c. E-10.05, s. 22; *Canada Pension Benefits Standards Act*, 1985, S.C. 1986, c. 40, s. 15; *Nova Scotia Pension Benefits Act*, S.N.S. 1987, c. 11 (effective January 1, 1988), s. 37; *New Brunswick Pension Benefits Act*, S.N.B. 1987, c. P-5.1, s. 29; *Ontario Pension Benefits Act*, 1987, S.O. 1987, c. 35, s. 32).

Since women constitute the largest group of part-time workers, the pay equity issue will have important implications. Legislation was recently passed in Ontario establishing pay equity in the private and public sector in order "to eliminate gender-based pay discrimination" (Ontario Women's Directorate, *News Release*, November 24, 1986; *Ontario Pay Equity Act*, 1987, S.O. 1987, c. 34). The legislation specifically applies to both full-time and permanent part-time employees (employees working more than one-third of regular hours) in predominately female jobs (those in which 60 percent or more of the positions are held by women) in the provincial government, hospitals, municipalities, universities, school boards and in private sector firms with 10 or more employees.

Conclusion

One of the most dramatic changes in today's labour market has been the rapid increase in part-time employment. part-time workers are predominately female, non-unionized, and concentrated in the trade and service industries.

Two central issues relating to part-time employment are flexibility and equity. Employers find using part-time employment attractive because it represents cost-savings and provides more flexibility in work scheduling and staffing. The majority of employees working part-time do so by choice, either because of a personal unwillingness or inability to work full-time or in order to combine labour market activities with schooling or family responsibilities. An increasing number of employees work part-time as an alternative to unemployment when full-time work is not available. Yet, part-time workers often work less hours per week for lower wages, have few employee benefits and little or no job security or opportunities for training and career advancement.

Part-time employment has also raised vital issues for unions who are concerned with the possible threat of increased part-time employment to full-time bargaining units and conflict with organized labour's goal of shorter working time for all workers rather than part-time employment for some. On the other

hand, part-time workers could provide an impetus for increased union organizing and reinforce collective bargaining strength. The issue has made its way to the bargaining table and a number of collective agreements have introduced provisions relating to part-time employment.

There is no comprehensive policy on part-time work in force in Canada and few public policy measures to protect or promote equal treatment of part-time employees. As a result, there are often inconsistencies and gaps in government legislation with respect to both definitions of part-time work and pay and benefits received by part-time workers. Employer and union policies and practices vary and are often more job-oriented than employee-oriented. Little information is available on the attitudes and motivations of part-time employees themselves. In the past, part-time workers have been assumed to have only a marginal attachment to the labour force which may account for a passive attitude to part-time employment and the use of ad hoc measures. Given the large number of women in the labour market, a rapidly aging workforce and an increase in dual-earner families, there are likely to be strong demands for alternative employment arrangements. A survey by the Conference Board of Canada revealed that nearly one-third of full-time workers would prefer reduced worktime and would be willing to take a pay cut or trade off some of their pay increase for more time off (Benimadhu 1987). Moreover, with almost one in every twenty Canadians working part-time, pressure is mounting for policies and practices to deal with the problems posed by part-time employment and to ensure equal treatment of part-time workers.

Notes

1 For a more detailed discussion of the implications of the Charter on part-time employment see England 1986, pp. 41-57; Campling 1987, pp. 46-55.

VII

Selected Annotations of Articles, Books and Reports of Interest

Benimadhu, Prem. "Labour resists tide toward part-time work." *Canadian Business Review* 13(Spring 1986):21-23.

This article presents the Canadian labour movement views of part-time employment. It also discusses labour's goal of reduced working time.

Blank, Rebecca M. "Part-Time Work and Wages Among Adult Women." In *Proceedings of the Thirty-Ninth Annual Meeting, Industrial Relations Research Association*, New Orleans, 1986, 471-478. Madison, WI: IRRA, 1987.

Based on data from the March 1984 Current Population Survey in the United States, this article analyzes the extent to which wage differentials exist between part-time and full-time work and some of the determinants of these differentials. The sample consists of all women aged 18 to 65 who had earnings during 1983 and were not in school, retired or disabled. The study found that part-time workers do earn less than full-time workers, part of which is due to lower education and experience but also because part-time workers are more likely to be employed in jobs where overall wages are lower. Once this latter variable is controlled for, the part-time difference that remains can be largely explained by "differential returns to education in part-time jobs, in the responsiveness of part-time wages to fringe benefits and to industry characteristics, and in the involuntary nature of some part-time work."

Bureau of National Affairs. *The Changing Workplace: New Directions in Staffing and Scheduling*. Washington: Bureau of National Affairs, 1986.

This report examines alternative work patterns including part-time work. In a survey conducted in connection with this report, more than 95 percent of the personnel executives surveyed stated that during 1985 their business organizations used at least one of the following "flexible staffing" methods: agency temporaries, short-term hires, on-call workers, contract work. Case studies describing staffing alternatives are presented. Several leading observers outline their views on staffing and scheduling. The appendix to the report includes an AFL-CIO policy statement on part-time work, selected union contract provisions, employer policies and a statement by a national temporary help service association.

Canada. Labour Canada. *A Survey of Part-Time Employment in Federally Regulated Industries*, Volume 1. Ottawa: Labour Canada, 1985.

In January 1985, Hay Management Consultants conducted a survey for Labour Canada of part-time employment in federally regulated industries. The results were published in two volumes. This first volume contains information on the distribution of part-time employees, characteristics of part-time workers, work schedules and salary, trends in employment, benefit coverage for full-time and part-time workers, benefit costs and the feasibility of prorating benefits.

Canada. Labour Canada. *A Survey of Part-Time Employment in Federally Regulated Industries*, Volume 2. Ottawa: Supply and Services Canada, 1987.

In January 1985, Hay Management Consultants conducted a survey for Labour Canada of part-time employment in federally regulated industries. The results were published in two volumes. This second volume focusses on the demand for benefits by part-time workers under federal jurisdiction and their willingness to contribute toward coverage.

Canada. Statistics Canada. "'Involuntary' part-time employment in Canada, 1975-1985." *The Labour Force* (December 1986). (Cat. no 71-001.)

This article examines the growth in the number of people working part-time because they could not find full-time employment. Between 1975 and 1985, 20 percent of the growth in employment was due to expansion in involuntary part-time work. The largest increase took place during the recession. Involuntary part-time employment is concentrated among women aged 25 to 54 and young people 15 to 24 years old, in the service industries, and was highest in British Columbia, New Brunswick and Newfoundland in 1985.

Canada. Statistics Canada. "The growth of part-time work in a changing industrial environment." *The Labour Force* (May 1987). (Cat. no. 71-001.)

This study examines whether the growth in part-time employment between 1975 and 1986 was due to the expansion of certain industries that have traditionally had a high proportion of part-time workers or to the shift towards part-time employment within industries. The findings showed that 20 percent of the increase in part-time employment came from the industry shifts in the economy while 80 percent of the rise was due to the trend towards part-time work within industries, particularly in services. Nearly 40 percent of the increase since 1975 occurred during or just after the 1981-83 recession. Three-quarters of the rise during this period was due to trends within industries. Since 1983 the proportion of part-time workers has grown only slightly, almost entirely due to the expansion of the service industries and not to any increase in trend towards part-time workers.

England, Geoffrey. *Part-time, Casual and Other Atypical Workers: A Legal View.* Research and Current Issues Series No. 48. Kingston: Industrial Relations

Centre, Queen's University, 1987.

This paper examines the legal position of part-time workers, casual workers, workers hired under fixed contracts, workers involved in a triangular employment relationship, homeworkers and workers hired under government assistance programs as well as their treatment under employment standards and collective bargaining legislation. In addition, the author discusses whether the reasons used to explain the differential treatment of such atypical workers can be justified, and the impact of the Charter of Rights and Freedoms. The article concludes with proposed reforms to present labour laws.

Ganrose, Cherlyn S. and Eileen Appelbaum. "The efficiency of temporary help and part-time employment." *Personnel Administrator* 31(January 1986):71-72.

This article weighs the pros and cons of whether hiring more part-time and temporary workers is the most advantageous strategy for organizations and individual employees.

Hewitt Associates. *Benefits for Canadian Part-Time Employees.* Toronto: Hewitt Associates, 1985.

Hewitt Associates surveyed 340 companies in October 1985 to find out what employers were doing in the area of benefits for part-time employees. This report is based on the data collected from 221 companies with non-union employees working on a regularly scheduled part-time basis. Detailed comparisons are made of part-time versus full-time employee benefits. Responses were categorized into three groups based on the number of hours worked (30 or more per week but less than full-time, 20-29 hours and less than 20 hours per week). Briefly, results indicate that benefits available decrease as the number of hours worked per week decrease; paid vacation is the benefit most often extended to part-time employees; savings plans are the benefits least offered to part-time employees; when benefits are offered to part-time employees, most companies offer them on the same basis as offered to full-time employees; between 1980 and 1985 the proportion of part-time employees to full-time employees increased in 46 percent of the companies, decreased in 4 percent and stayed the same in the remaining 50 percent of companies.

Ichniowski, Bernard E. and Anne E. Preston, "New Trends in Part-Time Employment." In *Proceedings of the Thirty-Eighth Annual Meeting, Industrial Relations Research Association*, New York, 1985, 60-67. Madison, WI: IRRA, 1986.

Using American longitudinal economy-wide data and ordinary least squares regression techniques, the author examines the secular increase in the proportion of persons working part-time but who would have preferred full-time work. The proportion voluntarily working part-time has decreased. Using Census data on individuals from 1973 to 1983 to investigate the sources of these trends, the article found "little support for the arguments that the changing industrial or

occupational structure of the economy accounts for the increase in part-time workers." However, the study did find that "part-time employees are much less likely to receive certain fringe benefits in their compensation packages than are full-time employees. This fact may make part-time employees relatively more attractive as fringe benefits become a larger part of the compensation package."

Jondrow, Alan J. Marcus and Frank Brechling. "Older Workers and Part-Time Work." *In Proceedings of the Thirty-Ninth Annual Meeting, Industrial Relations Research Association*, New Orleans, 1986, 471-478. Madison, WI: IRRA, 1987.

This paper examines why retirment for older workers is sudden. The authors estimate the effect of federal policies - decreased social insurance costs, the Social Security earnings limit, and a subsidy on hiring workers - on retirement. The theory proposed is that part-time work is less productive and more costly to employers per hour than full-time work so part-time workers receive less compensation per hour than full-time workers and employees place emphasis on either full-time work or complete retirement.

Little, T.D. "Part-time work: crisis or opportunity." *Canadian Business Review* 13(Spring 1986):18-20.

This article discusses the growth of part-time employment in Canada and some of the determinants of this growth. The views of employers, organized labour and employees are briefly outlined.

McDavid, James C. "Part-time fire fighters in Canadian municipalities: cost and effectiveness comparisons." *Canadian Public Administration* 29(Fall 1986): 377-87.

"This article reports findings from a cross-Canada study of municipal fire departments. Data gathered from a survey of 104 fire departments in 1981 and 1982 indicate that the use of part-time fire fighters in Canadian cities over 10,000 population is widespread. Overall, municipalities that rely on all-volunteer departments enjoy substantial cost savings. Further, when fire department effectiveness is compared among full-time, mixed and all-volunteer departments, full-time and mixed departments are about equally effective. Fire departments employing a mix of full-time and part-time fire fighters, particularly in communities up to 50,000 residents, enjoy the benefits of lower fire service costs without sacrificing effectiveness."

Neubourg, Chris de. "Part-time work: an international quantitative comparison." *International Labour Review* 124(1985):559-76.

The article "examines recent trends in eight market economy countries [Canada, France, Federal Republic of Germany, Japan, Netherlands, Sweden, United Kingdom, and United States], analyzes the distribution of such employ-

ment among different groups in the labour force and takes a look at the advantages of part-time work as perceived by workers, employers and policy-makers. It concludes by identifying and attempting to explore certain international differences in its volume, growth rate and distribution."

9 to 5, National Association of Working Women. *Working at the Margins: Part-Time and Temporary Workers in the United States*. Cleveland, Ohio: The Association, 1986.

This report examines the issue of part-time employment in the United States including its growth; who these workers are; the advantages and disadvantages of part-time employment in terms of pay, benefits, pensions and unemployment compensation; career paths; and union views. Policy recommendations are made in the area of the shorter work week, turning temporary jobs into full-time opportunities; protections for part-time and temporary workers; equal employment opportunity; and, labour law reform.

Simpson, Wayne. "Analysis of part-time pay in Canada." *Canadian Journal of Economics* 19(November 1986):798-807.

"This paper analyses the difference between part-time and full-time wages in Canada using the 1981 Survey of Work History. Since part-time and full-time workers are distinguised by hours worked and since hours worked and wages are interdependent, selectivity bias occurs if ordinary least squares regression is used. A modification of Heckman's procedure, to account for the fact that part-time hours are doubly truncated, is used to correct this problem. The results indicate that, adjusting for differences in characteristics, the wage differential between part-time and full-time workers is 10 percent, or one-third the unadjusted differential. Results vary somewhat by sex and marital status."

Wallace, Joan. "The changing world of part-time work: implications for human resource managers." *Human Resources Management in Canada* 1(May 1986): 15519-24.

This article discusses the growth in part-time work and some of the factors contributing to this growth. Highlights of the 1983 Report of the Commission of Inquiry into Part-Time Work in Canada are presented including some of the Commission's recommendations. The author outlines developments in the extension of pension benefits to part-time workers, and some of the alternative working time initiatives in Canada and Europe. The article concludes with the implications of part-time work for human resource managers.

Zeytinoglu, Isik U. "Part-Time Workers: Unionization and Collective Bargaining in Canada." In *Proceedings of the Thirty-Ninth Annual Meeting, Industrial Relations Research Association*, New Orleans, 1986, 487-495. Madison, WI: IRRA, 1987.

This article analyzes union policies towards part-time workers, the extent of unionization among part-time workers, and full-time/part-time wage differentials based on 1981 and 1984 data from Statistics Canada's Survey of 1981 Work History and the Survey of Union Membership Survey.

VIII
References

Arrowsmith, David. 1982. *Part-Time Workers: A Selected Bibliography*. Mimeographed Bibliography Series No. 20. Kingston: Industrial Relations Centre, Queen's University.

Arthurs, H.W., D.D. Carter, and H.J. Glasbeek. 1984. *Labour Law and Industrial Relations in Canada*. Toronto: Butterworths.

Bednarzik, Robert W. 1983. "Short workweeks during economic downturns." *Monthly Labor Review* 106(June):3-11.

_____. 1975. "Involuntary part-time work: a cyclical analysis." *Monthly Labor Review* 98(September):12-18.

Benimadhu, Prem. 1986. "Labour resists tide toward part-time work." *Canadian Business Review* 13(Spring):21-23.*

_____. 1987. *Hours of Work: Trends and Attitudes in Canada*. Ottawa: Conference Board of Canada.

Blank, Rebecca M. 1986. "Part-Time Work and Wages Among Adult Women." In *Proceedings of the Thirty-Ninth Annual Meeting, Industrial Relations Research Association*, New Orleans, 1986. Madison, WI: IRRA, 1987.*

Bossen, Marianne. 1975. *Part-time Work in the Canadian Economy*. Winnipeg: M. Bossen and Associates.

Bureau of National Affairs. 1986. *The Changing Workplace: New Directions in Staffing and Scheduling*. Washington: Bureau of National Affairs.*

Campling, Robert. 1987. *Employee Benefits and the Part-time Worker*. School of Industrial Relations Research Essay Series No. 13. Kingston: Industrial Relations Centre, Queen's University.

Canada. 1986. *Toward Equality: The Response to the Report of the Parliamentary Committee on Equality Rights*. Ottawa: Supply and Services Canada.

_____. Commission of Inquiry into Part-time Work. 1983. *Part-time Work in Canada: Report of the Commission of Inquiry into Part-time Work*. Ottawa: Labour Canada.

_____. Employment and Immigration Advisory Council. 1981. *Elements of a Policy on Part-Time Employment*. Ottawa: The Advisory Council.

_____. Employment and Immigration Canada. 1986. *Work Sharing: An Alternative to Layoffs*. Ottawa: Supply and Services Canada.

_____. Labour Canada. 1984. *Employment Standards Applicable to Part-Time Workers in Canada*. Ottawa: Labour Canada.

_____. Labour Canada. 1985a. *Collective Bargaining Review* (May).

_____. Labour Canada. 1985b. *Collective Bargaining Review* (July).

_____. Labour Canada. 1985c. *A Survey of Part-time Employment in Federally Regulated Industries*. Volume 1. Ottawa: Labour Canada.*

_____. Labour Canada. 1986a. *Collective Bargaining Review* (January).

_____. Labour Canada. 1986b. *Collective Bargaining Review* (November).

_____. Labour Canada. 1986c. *Collective Bargaining Review* (December).

_____. Labour Canada. 1987. *A Survey of Part-time Employment in Federally Regulated Industries*. Volume 2. Ottawa: Labour Canada.*

_____. Parliament. 1981. House of Commons. Special Committee on Employment Opportunities for the '80s. *Work for Tomorrow: Employment Opportunities for the '80s*. Ottawa: Supply and Services Canada.

_____. Parliament. 1985. House of Commons. Standing Committee on Justice and Legal Affairs. Subcommittee on Equality Rights. *Equality for All*. Ottawa: Supply and Services Canada.

_____. Royal Commission on the Economic Union and Development Prospects for Canada. 1985. *Report*. Volume Two. Ottawa: Supply and Services Canada.

_____. Royal Commisssion on Equality in Employment. 1984. *Report of the Commission of Equality in Employment*. Ottawa: Supply and Services Canada.

_____. Royal Commission on the Status of Women in Canada. 1970. *Summary of the Report on the Status of Women in Canada*. Ottawa.

_____. Statistics Canada. 1984. "Trends in Average Hours Worked." *The Labour Force* 40 (February). (Cat. no. 71-001.)

_____. Statistics Canada. 1985. "Persons Working Longer Hours." *The Labour Force* 41 (May). (Cat. no. 71-001.)

_____. Statistics Canada. 1986. "Involuntary Part-time Employment in Canada, 1975-1985." *The Labour Force* 42 (December). (Cat. no. 71-001.)

_____. Statistics Canada. 1987. "The Growth of Part-time Work in a Changing Industrial Environment". *The Labour Force* 43 (May). (Cat. no. 71-001.)*

_____. Task Force on Labour Market Development in the 1980s. 1981. *Labour Market Development in the 1980s: A Report*. Ottawa: Employment and Immigration Canada.

_____. Treasury Board Secretariat of Canada. 1982. *A Description of the Policies and Procedures Respecting Part-Time Employment in the Public Service of Canada*. Brief to the Commission of Inquiry into Part-time Work. Ottawa.

Canada Labour Views. 1986. *CLV Reports: The Labour Board Review* 1842 (June 2).

Canadian Advisory Council on the Status of Women. 1983. *As Things Stand: Ten Years of Recommendations*. Ottawa.

Canadian Air Line Employees Association. 1985. *Skyways* (January/February):7.

Canadian Chamber of Commerce. 1982. *A Submission to the Commission of Inquiry into Part-time Work*.

Canadian Labour Congress. 1981. *A Submission to the Canada Employment and Immigration Advisory Council on the subject of Part-Time Employment in Canada*. Ottawa.

_____. 1986. 16th Constitutional Convention, April 28-May 2, 1986. Document No. 9. *Report of the Legislative Committee*. Ottawa.

Canadian Manufacturers Association. 1982. *Brief to the Commission of Inquiry into Part-time Work*. Toronto.

Canadian Union of Public Employees. 1981. *Part-Time Workers: It's Time They Had Full-Time Rights*. A Paper Prepared for the Saskatchewan Division Benefits Conference, February 25, 1981.

_____. 1982. *Towards a New Deal for Part-Time Workers*. Brief to the Commission of Inquiry into Part-Time Work. Ottawa.

_____. 1984. *The Facts* 6(December 1984/January 1985):5-7.

_____. 1985a. *Compendium of Policies*, 1963-1985.

_____. 1985b. *The Facts* 7(May/June).

CCH Canadian Limited. 1986. *Canadian Industrial Relations and Personnel Developments* 50 (December 10).

Current Industrial Relations Scene in Canada 1985. Ed. by W.D. Wood and Pradeep Kumar. Kingston: Industrial Relations Centre, Queen's University, 1985.

Deutermann, William V., Jr. and Scott Campbell Brown. 1978. "Voluntary part-time workers: a growing part of the labor force." *Monthly Labor Review* 101 (June):3-10.

Eberhardt, B.J. and A.B. Shani. 1984. "The effects of full-time versus part-time employment status on attitudes toward specific organizational characteristics and overall job satisfaction." *Academy of Management Journal* 27:893-900.

England, Geoffrey. 1986. *Part-time, Casual and Other Atypical Workers: A Legal View*. Research and Current Issues Series No. 48. Kingston: Industrial Relations Centre, Queen's University.*

FitzGibbon, Geoff. 1980. "The Canadian experience." *The Canadian Personnel and Industrial Relations Journal* 27(January):29-33.

Foisy, Claude H., Daniel E. Lavery and Luc Martineau. 1986. *Canada Labour Relations Board Policies and Procedures*. Toronto: Butterworths.

Fraser, Doug. 1986. "Protecting part-timers." *Policy Options* 7(June):37-38.

Gannon, M. 1975. "The management of peripheral employees." *Personnel Journal* 54:482-86.

Gannon, M. and J.A. Nothern. 1971. "A comparison of short-term and long-term part-time employees." *Personnel Psychology* 24:687-96.

Ganrose, Cherlyn S. and Eileen Appelbaum. 1986. "The efficiency of temporary help and part-time employment." *Personnel Administrator* 31:71-72.*

Hall, D. and F. Gordon. 1973. "Career choices of married women: effects on conflict, role behaviour, and satisfaction." *Journal of Applied Psychology* 58:42-48.

Hamel, Harvey R. 1985. "New data series on involuntary part-time work." *Monthly Labor Review* 108(March):42-43.

Hewitt Associates. 1985. *Benefits for Canadian Part-Time Employees*. Toronto: Hewitt Associates.*

Hom, P.W. 1979. "The effects of job peripherality and personal characteristics on the job satisfaction of part-time workers." *Academy of Management Journal* 22:551-65.

Ichniowski, Bernard E. and Anne E. Preston. 1985. "New Trends in Part-time Employment." In *Proceedings of the Thirty-Eighth Annual Meeting, Industrial Relations Research Association*, New York, 1985. Madison, WI: IRRA, 1986.*

International Labour Organisation. 1963a. "An international survey of part-time employment: I." *International Labour Review* 88:380-407.

_____. 1963b. "An international survey of part-time employment: II." *International Labour Review* 88:490-517.

Jackofsky, E.F., J. Salter and L.H. Peters. 1986. "Reducing turnover among part-time employees." *Personnel* 63(May):41-43.

Jondrow, Alan J. Marcus and Frank Brechling. 1986. "Older Workers and Part-Time Work." In *Proceedings of the Thirty-Ninth Annual Meeting, Industrial Relations Research Association*, New Orleans, 1986. Madison, WI: IRRA, 1987.*

Kumar, Pradeep with Mary Lou Coates and David Arrowsmith. 1987. *The Current Industrial Relations Scene in Canada 1987*. Kingston: Industrial Relations Centre, Queen's University.

Little, T.D. 1986. "Part-time work: crisis or opportunity." *Canadian Business Review* 13(Spring):18-20.*

Logan, N., C. O'Reilly and K. Roberts. 1973. "Job satisfaction among part-time and full-time employees." *Journal of Vocational Behaviour* 3:33-41.

Manitoba Government Employees Association. 1985. "Museum component signs agreement." *Contact* 14(No. 3):15.

McDavid, James, C. 1986. "Part-time fire fighters in Canadian municipalities: cost and effectiveness comparisons." *Canadian Public Administration* 29: 377-87.*

Miller, H.E. and J.R. Terborg. 1979. "Job attitudes of part-time and full-time employees." *Journal of Applied Psychology* 64:380-86.

Neubourg, Chris de. 1985. "Part-time work: an international quantitative comparison." *International Labour Review* 124:559-76.*

9 to 5, National Association of Working Women. 1986. *Working at the Margins: Part-Time and Temporary Workers in the United States*. Cleveland, Ohio: The Association.*

Ontario Nurses Association. 1982. "Unionization and Rights of Part-Time Employees, Half a Loaf: A Practical Approach to Part-Time Work." In *Proceedings of the 19th Annual Meeting, Volume II, Canadian Industrial Relations Association*, Ottawa, 1982. Ottawa: CIRA, 1985.

Reid, Frank. 1983. *Protecting Part-Time Workers: Defining the Scope of the Problem*. A Study for the Commission of Inquiry into Part-Time Work. Ottawa.

Reid, Frank and Gerald Swartz. 1982. *Prorating Fringe Benefits for Part-Time Employees in Canada*. Toronto: Centre for Industrial Relations, University of Toronto.

Report of the Consultation Panel on Pay Equity. 1986. Toronto: Ontario Women's Directorate.

Rotchford, Nancy and Karlene H. Roberts. 1982. "Part-time workers as missing persons in organizational research." *The Academy of Management Review* 7: 228-34.

Sack, Jeffrey and Martin Levinson. 1973. *Ontario Labour Relations Board Practice*. Toronto: Butterworths.

Service Employees International Union. 1986. *Submission to the Task Force on Hours of Work and Overtime*.

_____. Local 234. 1986. *Submission to the Board of Arbitration*.

Simpson, Wayne. 1986. "Analysis of part-time pay in Canada." *Canadian Journal of Economics* 19:798-807.*

Wakefield, D.S., J.P. Curry, C.W. Meuller and J.L. Price. 1987. "Differences in the importance of work outcomes between full-time and part-time hospital employees." *Journal of Occupational Behaviour* 8:25-35.

Wallace, Joan. 1986. "The changing world of part-time work: implications for human resource managers." *Human Resources Management in Canada* 1:15519-24.*

Wang, Michael. 1987. "Union worried about hiring part-time prison guards." *The Whig-Standard*, January 15, p. 7.

Weeks, Wendy. 1978. "Collective bargaining and part-time work in Ontario." *Relations Industrielles* 33:80-92.

Werther, W.B. 1975. "Part-timers: overlooked and undervalued." *Business Horizons* 18(February):13-20.

White, Julie. 1983. *Women and Part-Time Work*. Ottawa: Canadian Advisory Council on the Status of Women.

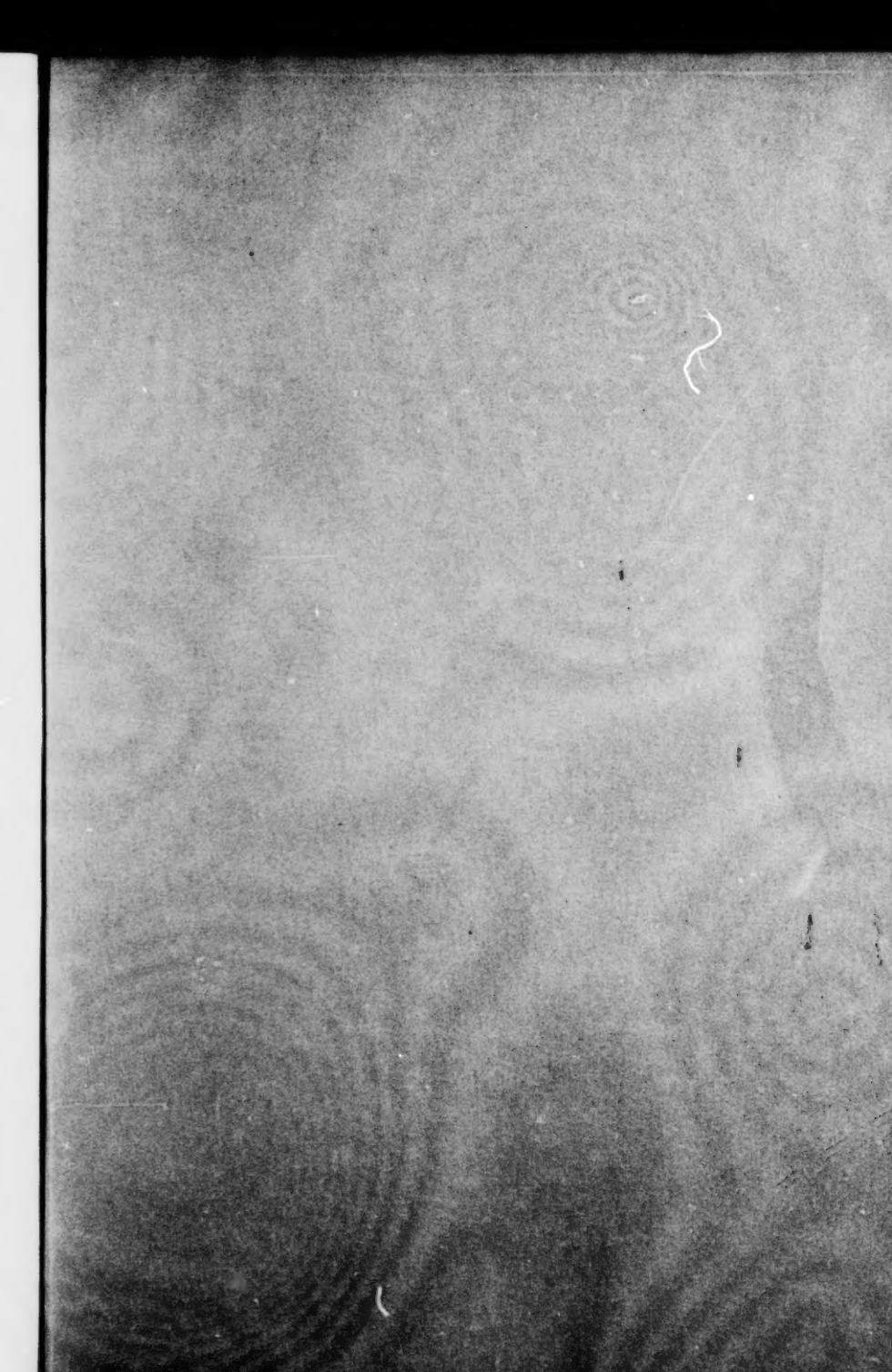
Zeytinoglu, Isik U. 1986. "Part-Time Workers: Unionization and Collective Bargaining in Canada." In *Proceedings of the Thirty-Ninth Annual Meeting, Industrial Relations Research Association*, New Orleans, 1986. Madison, WI: IRRA, 1987.*

* See Part VII for annotation.

APPENDIX A
BENEFITS FOR PART-TIME EMPLOYEES

	Regular Part-Time	Part-Time
Definition	An employee who is regularly scheduled to work 17.5 hours or more but less than 28 hours a work week.	An employee who is scheduled to work less than 17.5 hours per week.
Sick Leave	Eligible after completion of 30 shifts worked. Payment of full day's pay made only for those days scheduled to work but absent due to illness.	Not eligible, except employees on staff prior to December 19, 1983.
Statutory	If worked on the holiday, paid double time plus regular day's pay. If holiday is not worked, paid a day's pay for the holiday.	If worked on the holiday, paid double time. If holiday is not worked, employee paid a day's pay only if: a) employed 3 months or more, and b) has worked 12 days or more in the 4 week period immediately preceding the holiday.
OHIP	Compulsory unless exempt. Paid 100% by Company.	Not eligible.
Extended Health Care	Optional after 3 month's service. Paid 100% by Company.	Not eligible.
Dental Insurance	Optional after 3 month's service. Paid 50% by Company.	Not eligible.
Semi-private Hospitalization Insurance	Optional. Paid 50% by Company.	Not eligible.
Vacation	Lump sum payment made annually by September 30th based on years of continuous service at September 1st each year: Less than 7 years - 6% of gross earnings; after 7 years - 8%; after 18 years - 10%; after 25 years - 12%.	Lump sum payment made annually by September 30th based on the following as at September 1st each year: Less than 175 shifts worked - 4%; 175 shifts or more worked - 6%; after 7 years continuous service - 8%; after 18 years continuous service - 10%; after 25 years continuous service - 12%.

Source: Agreement Between the Globe and Mail and Southern Ontario Newspaper Guild, Local 87, The Newspaper Guild, effective July 1, 1985 to June 30, 1987, p. 10.



The Industrial Relations Centre, established in 1937, serves the industrial relations community through pursuit and publication of policy oriented research; provision of continuing education for labour relations practitioners; and the maintenance of a specialized research reference library. The Centre also serves as the "home base" for the multi-disciplinary Master's Degree Program in Industrial Relations offered through the School of Industrial Relations. Through these functions, the Centre serves as a bridge linking the University with the outside industrial relations community.

The major focus of research in the Centre is on applied and policy oriented analysis of trends and emerging issues in the broader industrial relations field. The research is carried out by the Centre's professional research staff, faculty associates and by visiting research scholars.

The Centre's continuing education program includes both seminars for industrial relations practitioners and conferences for researchers, teachers and scholars.

The Research and Publications Subscription Program is the main vehicle of support and financing of the Centre's research and related activities. The Program offers, for a modest annual fee, a package of services designed to provide up-to-date information and analysis of emerging trends and developments in the broad field of industrial relations.

The Director
Industrial Relations Centre/
School of Industrial Relations
Queen's University
Kingston, Ontario
Canada K7L 3N6
Telephone (613) 545-2193